



# BOOK OF ABSTRACTS

IDENTITY CRISIS World At A Cross Road



Chief Editor Avdhesh Jha

Editors **Mustafa Aslan, Rajshree Vaishnav, Lalima Singh**

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# **Book of Abstracts**



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## ***Book of Abstracts***

**By :** Chief Editor : Avdesh Jha

**Editors :** Mustafa Aslan, Rajshree Vaishnav, Lalima Singh

# Preface

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Planning a conference is not an easy job but if your idea is good and you bear a clear vision, you find the ways and so did I find at CVM University with S.S. Khanna degree girls college, RTMNU and ASC, Turkey. After two months of discussion, we planned this conference in the month of July. The genesis of this conference lies in the idea of equality and humanity.

Identity crisis is not new. Whether it is Dashavtaar, Ramayana or the Karna and Krishna of Mahabhart, or the modern history and the independence struggle, Identity and Identity crisis existed. In the mid of Kurukshetra the situation of Arjun clearly reflects the case of identity crisis. As on date, the world is facing with population outbursts and its consequences. Whereas on one side it is a boon on other side it proves a curse. The perception of the population remains purely upon the positioning of that country as the developed, undeveloped or the developing countries. As if the problems were less, the pandemic added itself to the list of crisis and people kept suffering. Whether individual, society or nation; whether physical, mental, emotional, social, political, economic, or spiritual, people across the globe are undergoing some or the other crisis. Nevertheless, most of the people are suffering existential crisis. But still the show goes on with the hope of a better future ahead. Individuals in their life

time acquire several roles as such son/daughter, brother/sister, wife/husband, elder/younger, married/unmarried etc. which is treated or perceived as an identity. Not restricting to this, there are several other demographics as such the gender, age, SES, group, grade, caste, race, religion, province, language, nationality which in most cases serve as an identity, the power of which can't be undermined for in several cases it serves as an identity for an individual. Notwithstanding to these demographics are the profession that serves the human as an identity maybe as professor, teacher, doctor, lawyer, author, poet, painter, cricketer, footballer, artist, musician, hotelier, entrepreneur, industrialist etc. Hereby the temporal or the time being role is perceived as identity. Even poetry, language, culture, the legacy, history etc. is considered as an identity. The identity of the tribals, transgender, sex workers, human scavengers struggling for their survival posits severe questions. Position, power, richness, poverty, education, knowledge, illiteracy, skin colour, habits/traits, group etc. also turns as an identity. Not restricted to the individual, community, and locality; internationally also there are questions of identity either for maintaining supremacy or to acquire the supremacy and even more. These and many more are the perceived identities of the individuals which in most cases is adhered severely and creates differences in the society and turns the society diverse. With all these identities, even with a little change in the environment or even the idea of the change in our comfort zone keeps us horrified, terrified and creates identity crisis.

Amidst this diversity, the fact remains that although we have so many identities, our dreams are far from reality. Our cultural systems sometimes seem to be crashing down, social engineering turning chaotic... Maintaining communal harmony is facing huge challenge and so on... With this background, it becomes very

important to answer the questions that has remained unanswered - What is our identity? How should we be identified?

And with this background the international conference on Identity Crisis: World at A Cross Road was organised on 4th and 5th December, 2021. The conference elaborated on identity – its formation, development, transformation and crisis with participation from about 25 countries, 49 universities, 18 speakers, 427 participants of which 149 were the international participants who were distributed in 30 parallel sessions spread across the two days.. The key participating countries included India, China, Pakistan, Malaysia, Israel, Canada, USA, UK, Belgium, Italy, Spain, Turkey, Belgium, South Korea etc. Each of the speakers from the different countries were distinguished academicians with a list of publications accrediting them as a distinguished author, poet or critic or researcher. The conference with such great dignitaries enabled better lessons to the participants which is likely to expand the horizons of our thoughts and help us to answer – who am I?

We are happy to present these volumes that include the papers received till 4th November, 2021. With hope for existence of humanity and being more human, I am sure that these volumes will be much fruitful for the academicians, researchers, faculty members, teachers and enthusiastic learners.

May the humanity, truth and peace hail.

**Thank you.**

**Avdhesh Jha**





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# 1.

## Challenges and Issues in Sustaining the Identity

Aditi Pimprika\*

### Abstract

With rapid globalization and convergence in economies and markets, the world is as dynamic as ever. In such an age, Identity is held closely by individuals, as a way of defining themselves and presenting themselves to the world i.e., characteristics that define a person or thing. With multi-faceted factors lending themselves as basis for forming an identity, like race, gender, profession, sexual orientation, physical attributes, religion etc., there are many challenges that surface in sustaining an identity, especially, in a world as fast-paced as

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ours. The paper explores these challenges and issues and how one can overcome these to sustain a fortifying identity.

**Keywords:** Technology Advancement, Automation Privacy, Big Data Analytics, Beliefs, Culture, Intergenerational Gap, Globalisation, Marketing, Machine Learning, Cognitive Abilities, Therapy.

## 2.

# Internationalization of Higher Education: Is it Having an Identity Crisis?

Anjali Dave\*

### Abstract

Internationalisation of higher education has been a predominant debatable topic for over a decade now. Both global citizenship and Internationalisation have been used interchangeably, but this paper clarifies its usage along with the current stage of internationalisation in the digital age. University strategic plans, national policy statements, international declarations and academic articles all indicate the criticality of internationalisation in higher education. This paper also explores the effect of

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internationalisation in bringing multicultural skills to the forefront.

**Keywords:** Internationalisation, higher education, Education.

# 3.

## Adolescent Identity Development at School: A Literature Review

Anupriya Pandey\*

Amita B Patel\*\*

### Abstract

Schools can play a crucial part in the formation of an adolescent's identity. To date, research on the function of school in adolescent identity formation has been dispersed across several research domains and theoretical perspectives on identity. The goal of this literature review was to bring together data from several study domains on the function of school in adolescent identity development in order to give schools and teachers with insights into how to support adolescent identity development. There were

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three types of studies that evolved. First, studies on how schools and instructors unintentionally influence adolescents' identity found that, at school, messages about who they should or can be are accidentally communicated to adolescents through differentiation and selection, teaching tactics, teacher expectations, and peer norms. Second, studies on how schools and teachers can intentionally support adolescents' identity development revealed that different types of explorative learning experiences can be organised to support adolescents' identity development: experiences aimed at exploring new identity positions (in-breadth exploration), further specifying already existing self-understandings (indepth exploration), and reflecting on self-understandings (reflective exploration) (reflective exploration). In order to enhance teenagers' identity development, the third group believes that explorative learning activities must be relevant and set in a supportive classroom environment. The findings imply that schools and teachers are often unaware of the numerous ways in which they might have a substantial impact on adolescents' identity formation.

**Keywords:** Identity development, Adolescents, Education, Systematic literature review

# 4.

## Interactive Methods in the Teaching of English to Commerce Students

Apoorv Tulajashankar Joshi\*

Ketan K. Gediya\*\*

### Abstract

More and more individuals require English in order to attend universities and colleges, as many more youngsters now has the opportunity to pursue higher education in India and overseas. Teachers of the second language contribute to all elements of students' education. There are several ideas and approaches for teaching foreign languages that are beneficial. Interactive methods encourage and provide learners with the means to create a comfortable learning environment. Learners also enhance their

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creativity, intellectual, and communication skills as a result of their achievement. This article discusses what second language faculties can do with interactive methods and contemporary challenges in teaching at Commerce Faculty.

**Keywords:** second language, interactive methods, contemporary challenges, commerce colleges.

# 5.

## **Working Culture of Private Companies and Status of Women's Identity With Special Reference to Indian Banking Sector**

Armannisha Ansari\*

### **Abstract**

**B**anking sector has been at the forefront of women empowerment and women identity moment through pioneering efforts of women that helped them achieve socio- economic equality in the Indian society. Banking sector is the life blood for the economic development of any country and working women, being a considerable part of the society, also played a pivotal role in the smooth run of banking sector. The present study seeks to examine the status of women's identity in Indian banking sectors and the current position of work culture in private companies.

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The study is supported by empirical findings based on the analysis of secondary data retrieved from the official website of the Reserve Bank of India. The result of study showed that there is low number of women employees working in bank being it's a officer or clerks or subordinate. Sexual harassment, lack of solidarity among employees, Target pressure is too much and if unable to meet they are given transfer threats, Banking industries doesn't have child care Centre, and so on problems faced by women employees working in banks. Thus, the Gender discrimination against women should be avoided by following equality strategy and organizing workshops on gender issues, provide training to banking sector women employees which motivated them to work along and equal with men and so on. The overall state of work culture of private companies in India 52% rated their workplace as "BAD" because there were unclear growth path, reporting managers issues, lack of recognition etc. While only 28% employees felt their company is working towards building a strong work culture. So, it is the prime responsibility of the companies, especially private companies to provide a healthy working environment, leadership effectiveness, work climate, effective communication, work – life balance, maintaining team spirit to its employees.

**Keywords:** Work Culture, Private Companies, Women's Identity and Indian Banking Sector

# 6.

## Role of Social Media in Building One's Identity

Arpita Pareshchandra Mondal\*

### Abstract

Internet and all forms of media, especially social media have become an integral part of our daily lives. People found themselves spending a significant amount of time on social media especially when the COVID-19 pandemic hit the world. Therefore the role of social media in creating one's identity cannot be neglected. Like two sides of a coin, social media has both positive and negative impacts. On one hand social media can lead to creation of a false virtual identity. It can result into identity crisis. Individuals may go to any lengths to maintain their facade of virtual identity.

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On the other hand social media can also lead to holistic development of an individual. Social media's role in building personal identity and social identity has been immense. Its vital role in education is widely discussed in literature and during the pandemic we have seen this ability of social media take the forefront. Social media has provided a platform to express one's ideas, views and opinions and also get educated by others' views on the same matter. It has been the tool to help people socialise despite being physically cut off from each other. Therefore the positive and negative impact of social media and its role in creating personal and social identity are the topics of discussion in this paper.

**Keywords:** ???

# 7.

## Challenges and Issues in Creating and Sustaining the Identity of Ayurveda

Arvind Paikrao\*

### Abstract

As per the future prospective of medical science will have many challengeable health issues among the locality like COVID-19. There is needed some other science to support with like Ayurveda. By consuming many allopathic medicine, there is lots of burden which is not only, it hamper the health of particular person who is consuming it, but also it is hampering over the economy of India i.e. as it is came to know that there is very horrible situation is happening in the current scenario due to COVID-19 crisis.

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Ayurveda is ancient system of medicine and also known as the science of the life. Ayurveda does not only tell about to live healthy without diseases, but also cures the disease i.e. the objectives of the Ayurveda are; “*swasthasyaswasthyrakshanam, &aturasyarogaprashamanamcha*”. So, it could be looked optimistically on Ayurveda as good the stream, which could prove its Identity not only in India but also in other countries also. It shall also helpful to grow the economy of India. But there are certain Challenges & (Factors) issues which shall be explored over here at the time of paper presentation.

**KeyWords:** Self identity of Ayurved, Ayurveda could support to the Modern Medicine, Challenges & Issues to create Identity for Ayurveda, Challenges for sustaining Ayurveda identity.

# 8.

## Untouchability in India as an Issue of Identity Crisis for Dalits

Bharat Senva\*

### Abstract

India is a diverse country where different religions, cast and creeds people are living happily. India has been containing cast system from the ancient time where many people have to suffer due to the vast ratio of discrimination, among them one major parameter is untouchability. Because of untouchability lower class of India have to suffer economically, socially and professionally. The violence and discrimination happening in the India against dalits also a big issue as well as the identity of dalits is also in crisis. Identity of dalits generally made as sweepers and cleaners who

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use to work only for carry and clean houses, streets and drainages (gutters). Identity of every human must be as human being so the barrier of cast, creed and religions should be removed for equality of all the citizens India.

**Keywords:** Untouchability, Religion, Cast Discrimination

# 9.

## Role of Education and Identity for Quality Education

Blessy Babu\*

### Abstract

**“I know who I am. I want to know who I was supposed to be.”** Vincent H. O’Neil, (A Pause in the Perpetual Rotation)  
Education and identity crisis is a much-discussed phenomenon. Food, cloth and shelter are considered as a basic necessity of human beings but in today’s era education becomes one of the most important aspects to sustain a healthy social life. In Indian culture, education is mostly imbibed by the choice of the elders of the society. A child’s mind and thoughts, of what kind of education is needed, are never put

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into consideration. And because of this futile legacy, the child has forgotten to identify himself or herself along with the identification of his or her capability. To bring out a qualitative lifestyle in the society, one needs to have a qualitative education. And this is only possible if one try to identify oneself, and reach out to the importance factors for self development. Identity crises can bury the way towards good education, but understanding ourselves, and our roles in society, can help to dig out many ways for self development, as well as to answer the never ending question of quality education. The present paper is an attempt to explore the role of education and identification for quality education. Based on the theory it can be considered that proper education can help a child to cope with his or her own identity and gain a quality education.

**Keyword:** Quality Education, Identity, Roles of Education, Role of Identity

# 10.

## **Businesses Cannot Be Successful when the Society Around them Fails:**

Jamie Lawrence-Editor Hrzones

Darshana S. Rohit\*

**T**he role of business in society has changed dramatically from the belief that businesses have no social obligations to the realization that being socially responsible is vital. Corporate Social Responsibility has thus gone a long way. “Corporate Social Responsibility,” (CSR) also known as Corporate Conscience or Corporate Citizenship, “is a Corporation’s Initiatives to Analyze and Accept Responsibility for the Company’s Effects on the Environment and Social Well-Being.”

The Companies Act of 2013 made a few modifications to the corporate sector. The introduction of Corporate

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Social Responsibility is one of them. In general, CSR, or Corporate Social Responsibility, refers to some social efforts performed by businesses as a societal responsibility. In other words, it is a tool used by the government to encourage businesses to be socially responsible while also reaping massive profits from society. The new Companies Act of 2013 in India has introduced various new laws that have altered the landscape of Indian industry. “The Companies Act of 2013 (Companies Act) has several new measures that have altered the scope of Indian corporate activity. Corporate Social Responsibility is one of these new provisions (CSR). Companies give something back to society by participating in CSR activities.

***This Paper highlights*** the various aspects of CSR from its Evolution, Definition, and the Role of ONGC in the field of Corporate Social Responsibility. ***This Paper primarily focuses*** on the different CSR initiatives taken by the ONGC in the field of Health Care, Education, Rural Development, Environment and Skill Development.

**Keywords:** *Corporate Social Responsibility CSR, Community, ONGC, Education, Health Care*

# 11.

## **Establishing Identity: A Never Ending Struggle**

Dhaval B. Solanki\*

### **Abstract**

Identity is a crucial element, which, ultimately, is a living force for an individual, leading to live a successful life, or a life filled with struggle and dissatisfaction. During a life span, various stages demand to establish the identity of the self as an individual or as a group. Under two broad categories, i.e. personal identity and group identity, an individual constantly tries to grow the self during childhood, adolescent, professional and post professional age group. Identity plays a significant role in each stage of life and has a major impact on a

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life of a person at a particular stage defining the self. At each stage of establishing identity, an individual requires various sets of understanding the self, skills and personal attributes. Established identity gives self-satisfaction leading to successful professional and personal life. The process of developing identity begins from self-realization to developing the self and to be acknowledged by the society. An individual is required to mould the self with respect to different relevant aspects to set an example at each stage of life, hence to establish the identity. Identity development is a continuous process as well, that begins at the age of childhood and lasts till the end of life in its various forms. The importance of developing of identity by an individual or a group makes the one establishing their self, getting the confidence for the upcoming ventures and lifespan.

**Keywords:** Identity, Identity establishment

# 12.

## **Student and Teacher Ability Test in Communication for Identify Quality Education**

Farhin D. Rathod\*

### **Abstract**

**T**his paper analyzes the impact of communication on powerful learning, teacher and student academic achievement. The review was guided by three review objectives, three exam questions and three research principles. The number of residents in the review includes students of Jai Jalaraam International, Anand High School of all levels. The examination process was used as an example for review to select one hundred and fifty (150) students from the entire population. Organized surveys were used to classify information labeled Student-

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Teacher Communication Questionnaire (STCQ). The legitimacy of the instrument was terminated by experts in the field of educational psychology, and the dependency was established using Cronback's alpha analysis and an incredible quality coefficient of 0.75 was acquired. Average, standard deviation, and regression analysis were used as a measurable device for review. Findings from the review show that while teachers and students have a strong positive connection between their correspondence degree and their academic achievement in schools, students have an exceptionally weak positive connection between their mentality and their academic achievement in school, these findings also exposed extremely impressive positivity. The connection between student benefits and their scholarly achievement in the department on the Under Study Instructor correspondence. These findings were aimed at concluding and presenting.

**Keywords:** teaching, Learning, communication

# 13.

## Scope of Yoga for Establishing the Identity

Gundu Spandhana\*

### Introduction

**Y**oga is essentially a spiritual discipline based on an extremely subtle science, which focuses on bringing harmony between mind and body. It is an art and science of healthy living. The word 'Yoga' is derived from the Sanskrit root 'Yuj', meaning 'to join' or 'to yoke' or 'to unite'. As per Yogic scriptures the practice of Yoga leads to the union of individual consciousness with that of the Universal Consciousness, indicating a perfect harmony between the mind and body, Man & Nature. According to modern scientists, everything in the universe is just

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a manifestation of the same quantum firmament. One who experiences this oneness of existence is said to be in yoga, and is termed as a yogi, having attained to a state of freedom referred to as mukti, nirvana or moksha. Thus, the aim of Yoga is Self-realization, to overcome all kinds of sufferings leading to 'the state of liberation' (Moksha) or 'freedom' (Kaivalya). Living with freedom in all walks of life, health and harmony shall be the main objectives of Yoga practice."Yoga" also refers to an inner science comprising of a variety of methods through which human beings can realize this union and achieve mastery over their destiny. Basic humane values are the very identity of Yoga Sadhana.

## History

The scientific evidence of yoga practice is traced back to Indus Valley Civilization (3000 BC) which is pre-vedic age before the Aryan civilization started to flourish in the Indus subcontinent. According to Indian mythology Lord Adi Nath, the other name for Lord Shiva is believed to be the founder of yoga and Parvati his divine consort first disciple.

The practice of Yoga is believed to have started with the very dawn of civilization. The science of yoga has its origin thousands of years ago, long before the first religions or belief systems were born. In the yogic lord, Shiva is seen as the first yogi or Adiyogi, and the first Guru or Adi Guru.

Several Thousand years ago, on the banks of the lake Kantisarovar in the Himalayas, Adiyogi poured his profound knowledge into the legendary Saptarishis or "seven sages". The sages carried this powerful yogic science to different parts of the world, including Asia,

the Middle East, Northern Africa and South America. Interestingly, modern scholars have noted and marvelled at the close parallels found between ancient cultures across the globe. However, it was in India that the yogic system found its fullest expression. Agastya, the Saptarishi who travelled across the Indian subcontinent, crafted this culture around a core yogic way of life.

In practical level yoga is to integrate body, mind and spirit to unfold our higher potential in life through the practice of asana, pranayama and meditation.

According to Swami Vivekananda Yoga is a means of compressing one's evolution, into a single life, or a few months or even a few hours of one's bodily existence.

'Yoga is to keep the mind balance and equanimous in all vicissitudes of life'. Pranayama is the control and extension of breath through breathing exercises that help balance the right and left brain, helping you calm down and be more productive. Through Pranayama, toxins in the body are released, which leads to better health. The toxins of the mind are released as well, making you more confident and positive.

Asana is the physical practice of yoga poses. In addition to referring broadly to the physical aspect of yoga, asana can also be used to describe a particular pose, as in, "The handstand is an asana that is really hard for me," or "This flow consists of a series of standing asanas."

What most people call yoga could more specifically be called asana. Yoga has eight limbs. Besides

asana, yoga also encompasses pranayama (breathing exercises), dhyana (meditation), yamas (codes of social conduct), niyamas (self-observances), pratyahara (withdrawal of the senses), dharana (concentration), and samadhi (bliss).

## History of Asana

Asana is the Sanskrit word for posture or seat. As interpreted from the archeological record and primary source materials, the first yoga asanas were most probably seated positions for meditation. They were described in the “Yoga Sutras” of Patanjali, written around the third century.

Asanas are part of the Hatha yoga practice, a branch of yoga combining physical movements and breathing techniques. The “Hatha Yoga Pradipika” was written in the 15th century and describes only 14 postures, mostly seated positions. It is not until fairly recently in yoga’s history (with the influence of the Western physical culture movement) that asana developed a wide array of poses and became the most widely practiced aspect of yoga.

Understanding this goes a long way toward accepting that asana is not a static practice enshrined through the millennia. Rather, it is constantly evolving. A pose invented last week isn’t less legitimate than one from the 1940s or the 16th century.

## Benefits of Asana

Asanas are performed to improve flexibility, strength, and balance. Asanas—or yoga poses—help the body’s joints, ligaments, and muscles strengthen through movement. A regular yoga practice can, over

time, increase flexibility and mobility, lubricating the spine and alignment to aid in everyday activity.

All yoga poses are performed in conjunction and in sync with the breath, such as Ujjayi breath. When you combine breathing techniques and focus, these asanas can also help relieve stress and anxiety. The poses are not meant to simply be physical exercises but rather used holistically as a mind-body practice to improve physical, mental, and spiritual health.

A regular asana practice can also help in strengthening the immune system<sup>2</sup> and in improving blood circulation throughout the body. Through a dedicated practice and with time, the body can experience noticeable improvements and benefits from asanas

## **Sukshma Vyayama**

Sukshma yoga is an excellent sequence that promotes physical energy and mental calm. It is a form of yoga made up of gentle flowing movements that are simple and easy to practice, while remaining both deep and effective.

Sukshma is a Sanskrit word meaning “subtle”—something that is delicate, soft, or not very obvious, but still remains important or deep. This is how Sukshma Yoga is—gentle, and that what it does affects us at a deeper level.

This practice has its roots in ancient yoga, and it is not very known to the most modern yogis in the world today. Thanks to efforts of yogi Dharendra Brahmachari, who learned Sukshma Vyayama from a great yogi, Maharishi Karthikeya Maharaj of the

Himalayas, we have access to these esoteric techniques again.

## **Meditation**

Our days easily fill up with things that we have to do, and self-care is usually at the bottom of the list. But a short daily meditation practice may reduce stress, anxiety and depression while improving mood, resilience, focus and a sense of well-being. It can give you the fuel you need to accomplish your goals. Most importantly, meditation is a gift you can give yourself every day!

Meditation can help people with autism increase communication and social behaviors while decreasing aggressive behaviors. It can also help those with anxiety, depression, and ADHD be more aware of their feelings and manage negative ones.

- Reduce negative self-talk and improve behavior
- Triggers! Strengthen coping skills and reduce triggers due to anxiety & depression
- Lessen worrisome thoughts and sleep better
- Decrease judgmental thoughts towards self and others

## **Face Yoga**

First things first: Face yoga doesn't involve the usual shavasana or Downward-Facing Dog poses you're familiar with from your yoga practice. "Yoga" is just a catchy way to say facial exercises that move the muscles on your face into certain positions — kind of like yoga for your body. The idea is that performing these exercises will keep your face looking toned and young, lifting areas that are sagging and drooping, and

trimming years from your visage.

“The aim is to create a moment of self-care where you improve blood circulation for a healthy glow and reduce stress and tension in your face,” says Elsa Jungman, PhD, a scientist, micro biome expert, and proponent of facial yoga based in San Francisco.

Most people hold tension in their faces, whether through facial expressions or too much time in front of a screen. “All these daily activities cause patterns in how we use our face and the specific muscles we recruit,” Dr. Jungman says. “This is why we want to focus more on releasing and softening our faces to let go of these patterns and any held facial tension.”

- ❖ Release tension, which can minimize the appearance of stress lines
- ❖ Strengthen and tone facial muscles to ultimately widen eyes, raise cheeks, and firm up the jawline
- ❖ Increase circulation and blood flow to the skin, which makes the skin glow
- ❖ Smooth fine lines and wrinkles
- ❖ Counter the effects of gravity
- ❖ Reduce the appearance of scars

# 14.

## **What's the Essence of Human Existence? An Interpretative Analysis of an Individual's Hustle Towards Identity Realization**

Janki Shukla\*

### **Abstract**

**I**dentify realization means uncertainty and ambiguity in a person's understanding about himself and his existence which ceases him to have an integrated character. This article aims to study & analyse the role of language, religion, science, society, media, politics, judiciary with respect to identity of an individual. An individual from cradle to grave i.e., throughout his living constantly strives hard every bit and second to make himself recognised enough in the eyes of the people/ society. He constantly works hard so that his worth gets recognised by the people at large

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and thereby, he can earn a contented life. In the midst of his life hustles, he completely forgets to realise his self-worth. He falls into the dilemma of how his life can be improved to an advanced level that, all people will give him name, fame and prosperity. Sometimes, he loses his self confidence in hustling so. Several factors can be realized by a man in his life that plays a vital role in making identity realised by himself and others in the society. Some concept such as identity crisis steps into person's life without knocking his mind door.

**Keywords:** *Identity, self-worth, existence, recognitions, hustle, cradle to grave*



# 15.

## Language Education: Challenges of Teaching English in Post Pandemic Era

Jignesh Patel\*

Kalpesh V. Patel\*\*

### Abstract

The resources of the internet have long assisted the English language teaching initiatives with varying levels of implementation and success. The Covid-19 forced lockdown in March, 2020 and the Prime Ministerial decision for higher institutions of learning in Gujarat and in India to switch to online lectures thrown many staff, including those on the Use of English programmes in state universities. This present study set out to describe

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Use of English teachers' views about the place of the internet in English language instruction as well as their online teaching experiences during the Covid-19 forced lockdown. A questionnaire was used to stimulate data from twenty-six faculty of English from different colleges affiliated to the Veer Narmad South Gujarat University, Surat. The conclusion highlights English language teachers' firm belief in the potential of internet-based tools to facilitate not only English language learners' display of 21st century learning skills but English language skills as well. However, not much success concerning the integration of the various internet-based tools was acknowledged. Limited Information and Communication Technology competence, lack of adequate training on how to teach online, poor internet connection, power failures, and the costs of internet data subscription, were amongst the challenges enlisted by the subjects in this study. Researcher recommend the effective integration of E-Learning as a post-pandemic pedagogy for Use of English staff in affiliated colleges of universities under study.

**Keywords:** Covid19, Lockdown, E-Learning, Internet-based Tools, Teaching English Language Education: Challenges of Teaching English in Post Pandemic Era

# 16.

## Scope of Establishing an Identity

Jyoti Panchdev Patel\*

### Overview

**A**re you questioning who you are? May be what your purpose is, or what your values are? If so, you may be going through what some call an identity crisis.

### What is Identity Crisis?

An identity crisis is a developmental event that involves a person questioning their sense of self or place in the world. The concept originates in the work of developmental psychologist Erik Erikson, who

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believed that the formation of identity was one of the most important conflicts that people face.

He introduced the ideas of adolescent identity crises as well as midlife crises, believing that personalities developed by resolving crises in life.

If you're experiencing an identity crisis, you may be questioning your sense of self or identity. This can often occur due to big changes or stressors in life, or due to factors such as age or advancement from certain stage (for example, school, work or childhood

Generally a period of uncertainty and confusion in which a person's sense of identity becomes insecure, typically due to a change in their expected aims or role in society.

## **Symptoms of an Identity Crisis**

Having an identity crisis isn't a diagnosable condition, so there aren't typical "symptoms," as with a cold or flu. Instead, here are the signs you may be experiencing an identity crisis:

- ❖ What am I passionate about?
- ❖ What are my spiritual beliefs?
- ❖ What is my role in society or what is the purpose of my life or in life?
- ❖ You're questioning who you are --- overall or with regards to a certain life aspect such as relationships, age or career.
- ❖ You're experiencing great personal conflict due to the questioning of who you are or your role in the society.
- ❖ Big changes have recently occurred that have

affected your sense of self.

It's completely normal to question who you are, especially since we change throughout our lives. However when it begins to affect your daily thinking or functioning, you may be having a crisis of identity.

## How Identity Develops

Researcher James Marcia expanded upon Erikson's initial theory. According to Marica and his colleagues, the balance between identity and confusion lies in making a commitment to an identity.

Marica developed an interview method to measure identity that looks at three different areas of functioning: Occupational role, beliefs and values, and sexuality. He also identified four different identity statuses that people move through as they develop their identity.

- ❖ Foreclosure status is when a person has made a commitment without attempting identity exploration.
- ❖ Identity diffusion occurs when there is neither an identity crisis nor commitment. Those with a status of identify diffusion tend to feel out of place in the world and don't pursue a sense of identity.
- ❖ Moratorium is the status of a person who is actively involved in exploring different identities but has not made a commitment.

## Causes of an Identity Crisis

Although often thought of as happening at certain ages (for instance, in teens or during "midlife crises"), an identity crisis can happen to anyone, of any age, at any point in one's life.

Oftentimes, identity crises or other mental health issues can arise due to major life stressors. These stressors don't have to be inherently bad, but they can still cause a lot of stress, which makes you question who you are and what you value.

Stressors can include:-

- ❖ **Getting Married:-** It includes that a person will take stress that when he/she will get married as their friends are getting married or a parent will think that the child of relatives are getting married what about their child. This will create a lot of stress into them and they will have the identity crisis that why these things are just happening to them.
- ❖ **Getting Divorced or Separated:-** It includes that why they are getting divorced as other couples are living their life happily so what is the problem into them that they have to get separated. And some will think that what people will think about him/her if they will get separated or divorced
- ❖ **Moving:-** Moving from one place to another by separating from parents for work or job we will think that what the society will think about me when I will leave my old parents. Whatever I'm doing is good or bad should I go out of station for job or not.
- ❖ **Experiencing a Traumatic Event:-** Traumatic events can be defined as experience that put either a person or someone close to them at risk of serious harm or death. For e.g; when I was in first year of B.Sc. in February my Nanaji suffered

from a paralysis attack he got paralyzed he was just getting to the normal condition but than in March my Masaji expired at that time all the family members was just thinking that because of blood clotting in brain if they will give the news to nanaji may be he can also lose his life because of shock after 1 month of death of masaji mummy informed him about the death by feeling that if she will tell him and if anything will happen to nanaji everyone will think that mummy is responsible for it.

- ❖ **Losing a Loved One:-** When I was in Master's first year we came from marriage from Varanasi my grandfather fall sick and admitted to the hospital and after some days doctor declared the is fine he got discharge but after coming to the home on the 3<sup>rd</sup> day he got serious and we all realized that now we will lose him. He was just telling that don't worry everything will be fine and took his last breath. I am always thing that was the biggest mistake to go at Varanasi that year if he would not gone there so maybe he would not fall sick and I wouldn't lose him. Whatever it was a destiny everyone thinks that it was a good that he met everyone and then he had gone by I think that is different.
- ❖ **Losing or Getting a Job:-** Whenever we will get a job than we will think that I m the best therefore got this opportunity and whatever I will do is good and what thing of mine impressed to the selection committee that they selected me. But when we lose the job we will think that what is mistake of mine that they fire me from the job.

## Treatment for Identity Crisis

If an identity crisis is creating significant distress and interfering with your ability to function normally, your doctor or therapist may recommend some different treatment options. These may include:-

- ❖ **Psychotherapy:-** Therapy can be helpful for addressing some of the underlying issues that might be contributing to your identity crisis. One approach known as Cognitive behavioral therapy (CBT) works to address the negative thoughts and behaviors that may cause problems with our view of ourselves.
- ❖ **Medication:-** If our symptoms are accompanied by anxiety or depression, our doctor may also prescribe medications to help with those conditions.

## How to Overcome from Identity Crisis

There's a good reason to overcome an identity crisis. Researchers have found that those who have made a strong commitment to an identity tend to be happier and healthier than those who have not.

For e.g; If I want to do PhD. I am doing my all efforts but I am unable to crack the exam to at somewhere in my mind its going on that what I wanted to become I'm very far from that thing. But when I was small I was always observing my teachers and I was wondering to become just like them or little bit like them so when I grew up and completed my post-graduation I started teaching in the school. And now I'm little bit like my teachers. So one thing what I want I got and another thing I didn't get that means it shows my failure towards my preparation and that disappoint me. So I



should always try to complete what I want to be so by that I can come out of this issue.

Exploring different aspects of ourselves in the different areas of life, including our role at work, within the family, and the relationship which we are establishing with different persons in the society, can help strengthen our personal identity. Consider looking within to figure out the qualities and characteristics that define us and make us feel proud and happy, as well as our values, interests, passions and hobbies.

### **Scope of Establishing an Identity Crisis**

This topic means that what are the main causes by which one can have the identity crisis there are so many reasons because of which a person can have the identity crisis. But a person can come out from that all problems and they can from their own identity by their hard work. Main thing for the formation of the identity is to do hard work and will not take care of the things of the other person that what that person is things about me just think about yourself and we will get all the things what we want. We should not think about others that if I will get failure that what people will think about me. Sometimes things goes worst in our life what we want we are unable to get that in our personal, professional or social life and things goes wrong so we should not start blaming ourselves for the wrong things happening we should always think and be positive during this time. We should do hard work and prove our identity in the society.

Identity formation, also called identity development or identity construction, is a complex process in which humans develop a clear and unique view of themselves

and of their identity. Self-concept, personality development, and values are all closely related to identity formation. Individuation is also a critical part of identity formation. Continuity and inner unity are healthy identity formation, while a disruption in either could be viewed and labeled as abnormal development; certain situations, like childhood trauma, can contribute to abnormal development. Specific factors also play a role in identity formation, such as race, ethnicity, and spirituality.

The concept of personal continuity, or personal identity, refers to an individual posing questions about themselves that challenge their original perception, like “Who am I?” The process defines individuals to others and themselves. Various factors make up a person’s actual identity, including a sense of continuity, a sense of uniqueness from others, and a sense of affiliation based on their membership in various groups like family, ethnicity, and occupation. These group identities demonstrate the human need for affiliation or for people to define themselves in the eyes of others and themselves.

Identities are formed on many levels. The micro-level is self-definition, relations with people, and issues as seen from a personal or an individual perspective. The meso-level pertains to how identities are viewed, formed, and questioned by immediate communities and/or families. The macro-level are the connections among and individuals and issues from a national perspective. The global level connects individuals, issues, and groups at a worldwide level.

Identity is often described as finite and consisting of separate and distinct parts (e.g., family, cultural,

personal, professional).

## **Theories for Establishing the Identity by Different Scientist**

Many theories of development have aspects of identity formation included in them. Two theories directly address the process of identity formation: Erik Erikson's stages of psychosocial development (specifically the Identity versus Role Confusion stage), James Marcia's identity status theory, and Jeffrey Arnett's theories of identity formation in emerging adulthood.

### **Eriksons Theory of Identity vs. Role Confusion**

Erikson's theory is that people experience different crises or conflicts throughout their lives in eight stages. Each stage occurs at a certain point in life and must be successfully resolved to progress to the next stage. The particular stage relevant to identity formation takes place during adolescence: Identity versus Role Confusion.

The Identity versus Role Confusion stage involves adolescents trying to figure out who they are in order to form a basic identity that they will build on throughout their life, especially concerning social and occupational identities. They ask themselves the existential questions: "Who am I?" and "What can I be?" They face the complexities of determining one's own identity. Erikson stated that this crisis is resolved with identity achievement, the point at which an individual has extensively considered various goals and values, accepting some and rejecting others, and understands who they are as a unique person. When an adolescent attains identity achievement, they are ready to enter

the next stage of Erikson's theory, Intimacy versus Isolation, where they will form strong friendships and a sense of companionship with others.

If the Identity versus Role Confusion crisis is not positively resolved, an adolescent will face confusion about future plans, particularly their roles in adulthood. Failure to form one's own identity leads to failure to form a shared identity with others, which can lead to instability in many areas as an adult. The identity formation stage of Erik Erikson's theory of psychosocial development is a crucial stage in life.

### **Marcia's Identity Status Theory**

Marcia created a structural interview designed to classify adolescents into one of four statuses of identity. The statuses are used to describe and pinpoint the progression of an adolescent's identity formation process. In Marcia's theory, identity is operationally defined as whether an individual has explored various alternatives and made firm commitments to an occupation, religion, sexual orientation, and a set of political values.

The four identity statuses in James Marcia's theory are:

- ❖ **Identity Diffusion (also known as Role Confusion):** The opposite of identity achievement. The individual has not resolved their identity crisis yet by failing to commit to any goals or values and establish a future life direction. In adolescents, this stage is characterized by disorganized thinking, procrastination, and avoidance of issues and actions.
- ❖ **Identity Foreclosure:** This occurs when teenagers

conform to an identity without exploring what suits them best. For instance, teenagers might follow the values and roles of their parents or cultural norms. They might also foreclose on a negative identity, or the direct opposite of their parents' values or cultural norms.

- ❖ **Identity Moratorium:** This postpones identity achievement by providing temporary shelter. This status provides opportunities for exploration, either in breadth or in-depth. Examples of moratoria common in American society include college or the military.
- ❖ **Identity Achievement:** This status is attained when the person has solved the identity issues by making commitments to goals, beliefs, and values after an extensive exploration of different areas.

## **Jeffrey Arnett's Theories on Identity Formation in Emerging Adulthood**

Jeffrey Arnett's theory states that identity formation is most prominent in emerging adulthood, consisting of ages 18–25. Arnett holds that identity formation consists of indulging in different life opportunities and possibilities to eventually make important life decisions. He believes this phase of life includes a broad range of opportunities for identity formation, specifically in three different realms.

*These three realms of identity exploration are:*

- ❖ **Love:** In emerging adulthood, individuals explore love to find a profound sense of intimacy. While trying to find love, individuals often explore their identity by focusing on questions such as: "Given the kind of person I am, what kind of person do I wish to have as a partner through life?"

- ❖ **Work:** Work opportunities that people get involved in are now centered around the idea that they are preparing for careers that they might have throughout adulthood. Individuals explore their identity by asking themselves questions such as: “What kind of work am I good at?”, “What kind of work would I find satisfying for the long term”, or “What are my chance of getting a job in the field that seems to suit me best?”
- ❖ **Worldviews:** It is common for those in the stage of emerging adulthood to attend college. There they may be exposed to different worldviews, compared to those they were raised in, and become open to altering their previous worldviews. Individuals who don’t attend college also believe that as adult they should also decide what their beliefs and values are.

**I just want to add an example here:-** There is a girl name Arohi she when she was studying in B.Sc. due to some reasons she didn’t clear her exam in Physics and Chemistry. She was too upset and she thought that her career is destroyed now she will be unable to fulfil her dreams and she started thinking so many wrong things in her mind. She thought now she should left the study because of her her parents reputation will be destroyed all the things she was thinking in her mind she stopped going to college after 3-4 days her English teacher called her for a meeting and she tried to find the problem and then she cured it and trying to start developing the confidence into Arohi. And told her that forget whatever the people is thinking about you. You should work hard and prove yourself and make your own identity that will be the good sign that after the failure you are that much capable that you are facing

everything and trying to come out from that situation your parents will feel proud. And as her teacher ask her to do she had done the same and got success in her life.

## Conclusion

May be we will be having this problem but we should face it and try to overcome from it otherwise if we will think about others that what if I will do this thing or I will got fail in doing this what society or relative will talk about me. Whenever we will perform any work we should always do that To overcome from this situation first of all we should always know our potentiality and just perform the work without thinking of the result by doing these things only we will be able to find our self and we can give the answer to us that Who am I? What I Want to be?.

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# 17.

## Transformation of Identity

Jaymin V Parekh\*

### Culture and Communication

Nations and national cultures are often treated as basic units of analysis, as primordial components of social life. According to the dominant view among historians and social scientists, however, this artless simplicity of nationhood and national identity is almost certainly illusory (compare: Anderson, 1983; Gellner 1983; Hobsbawm 1990). National cultures and nation states are historically contingent phenomena. "The current condition we see developing with globalization is probably by far the more common one, while the more exceptional period

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is the one that saw the strengthening of the national state’.

## **Nation, Culture and Networked Communication**

There is a fair amount of agreement about which institutions and practices support the nation state. Though the nation state emerged and consolidated before the era of mass media, we can safely say that nation’s have thrived with a national mass media that informs people about the goings-on of the collective and that makes people feel that they are part of an unfolding story. Mass media seem to have fortified the process of national unification set into motion by such collective institutions as the state bureaucracy, national museums and a national school system; social institutions that standardize the curriculum, impose a shared legal code on the jurisdiction of the nation, canonize a shared history and a shared cultural tradition, and rub out local and regional distinctions to create a uniform spelling and a received pronunciation.

## **Networked communication, law and Politics**

When it comes to charting the shifting relationship between new ICTs, cultural identity, and the nation state, this volume is divided into three sections that focus on different aspects of the association between these interdependent spheres. The first section stresses the legal political dimension of the changing relationships between identity and communication. Citizens increasingly engage with networked forms of civic life that transgress national borders.

## **New ICTs, Identity and Language**

The second section addresses the relationship

between cultural identity and new ICTs. New forms of communication are changing the way members of cultural groups and minorities experience and express their cultural identity. The one-to-many format of analogue media made it easy for cultural elites to define cultural and national identity for the many. The democratization that seems to adhere to developments in digital media is disrupting this model.

## **Cultural Industries, Identity and Networked Communication**

The last section deals with the nexus between the cultural industries, identity and new ICTs. A crucial aspect of the imagined community in the modern-industrial era was the invention and maintenance of a shared cultural tradition and cultural identity — both high and lowbrow. When nation states were established in the 19th and 20th centuries, this went hand in hand with the foundation of national museums as repositories of the national cultural heritage, and with the invention and celebration of folk cultures as expressions of a unique national character.

## **Conclusion**

Above we implicitly employed an evolutionary approach to describe the emergence of the nation state, and to situate how novel ICTs put it under strain. The nation state was created in an 'environment' of print and analogue media, we argued. Now we have entered the digital era in which the mutually reinforcing spheres of mass communication, cultural identity and the nation state have been pulled out of joint. Since the institutions of the nation state were largely shaped in an 'environment' of print and

analogue media, these other spheres now seem to lag behind. They no longer form 'a natural fit' with their digital and networked communication environment.

If we look at recent developments at the nexus of communication, diversity and law then the changes taking place fit more closely with the model of punctuated equilibrium than with gradualism. Although the revolution in ICTs is a relatively recent phenomenon on the timescale of developments in nation states, cultures and legal systems, change has been extraordinarily rapid. The repercussions of this change are still in full flux, and some of their pivotal implications are on full display in the chapters of this compilation.

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# 18.

## **Key Issues in Academic Transactions in English at Upper Primary Level: Readiness for Facilitating Identity Creation**

Kalpana Lale\*

Chirag Darji\*\*

### **Abstract**

**W**hole world, including India is facing lot many problems related to identity creation and development among school children, mainly adolescence age group. Identity involves the experiences, relationships, beliefs, values, and memories that build up a subjective sense of self and a continuous self-image which remains constant over time. Students are torn between their self-identity, created by their own observations, experiences, readings, teachers in put, neighbourhood etc and the desired identity, expected by their own families,

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their own communities, religions, Government etc. The world is heading towards not only identity crisis but no creation of clear-cut vision about own identity among our students. The adolescence age group which falls in upper primary level, has many subjects at their school level. They help them with knowledge part as well as value inculcation. The academic transactions at upper primary level help students to develop and understand their own identity. In this regard, English plays an important role being a compulsory subject at all the levels in vernacular medium as well as English medium Schools. The current paper throws a light on academic transactions in English at upper primary level, in relation to creation of identity among under upper primary level students of English medium schools across Anand district in Gujarat.

The paper is reflection of observations made by researcher during school visits, as a part of her Ph.D work. The paper critically puts forth views of researcher regarding readiness of the schools as well as the key issues of academic transactions in English in relation to identity creation.

**Keywords:** Academic Transactions, Identity creation, upper primary level.

# 19.

## **Classroom Teaching: Identity of Indian Education**

**Kalpanaben Arjunsinh Parmar\***

### **Abstract**

**T**o know a great country, it is necessary to know its culture. And to know the culture, one need to know the education system of the country. In this article, the researcher has tried to show the education system of India from ancient times to medieval and modern times. There are different forms of education. Such as formal, informal, distant ect.. But formal education is very important of researcher's opinion. In addition, the purpose of the presented article is the holistic development of the student through classroom education. So the classroom education is

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very important of student. researcher tried to show important of classroom education and second purpose of the present article is to illustrate the advantages and disadvantages of online education during the current Covid-19 pandemic in which researcher have tried to demonstrate the effectiveness of classroom education and classroom education is an attempt to show how India is an identity.

**Keywords: ?**

# 20.

## Role of Education in Shaping Youth's National Identity

Khusbu Ramanuj\*

### Abstract

**E**ducation develops a country's economy and society; therefore, it is the milestone of a nation's development. Education provides knowledge and skills to the population, as well as shaping the personality of the youth of a nation. Nevertheless, can education shape the youth's national identity? Can education cultivate the person's identity or sense of belonging to the nation? In line with that, this paper which is part of a larger scale study on Language and Social Cohesion in the Formation of National Identity funded by University Kebangsaan



Malaysia would try to examine the relationship between education and national identity.

**Keywords:**

# 21.

## Role of Education and Identity for Quality Education-1

A. K. Kulshrestha\*

Priti Sharma\*\*

### Abstract

Education develops a country's economy and society; therefore, it is the milestone of a nation's development. Education provides knowledge and skills to the population, as well as shaping the personality of the youth of a nation. Education can cultivate the person's identity or sense of belonging to the nation. Education is very important for an individual's success in life. It can give a big impact on human opportunity in continuing their life quality. Education is generally seen as the foundation of society which brings economic wealth,

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social prosperity and political stability. Economic and social status depends on education obtained by individual since education contributes to individual capability in managing quality of life. Our identity is the very core of who we are as human beings. From birth, we are subject to how we are thought about, treated, and cared for by the significant persons in our lives as well as by others in multiple environments. Our ideas about self are largely a reflection of others' ideas about us, good and bad or in between. Schools have an enormous influence on how we come to see ourselves, the hopes and dreams we acquire, and our achievement motivation. One's identity has a major influence on how they perceive others, their self-esteem, self-confidence, aspirations, motivation, and effort expended in various aspects of their life. Present paper is an attempt to find out the role of education to build up the identity of an individual and how identity helps for quality education.

**Keywords:** education, identity, quality education, teacher.

# 22.

## **Towards an Equal Future: Developing a STEM Identity Among Young Women**

**Madhusmita Behera\***

**Renu Yadav\*\***

### **Abstract**

**T**he 21st century is an era of knowledge economy (k-economy) and globalization. In this globally and digitally interconnected world, all learners, from cradle to career, need new skills and knowledge to succeed. If we want to prepare our children for success in school, work and life, opportunities to learn 21st-century skills are essential. A society that is highly knowledgeable in the field of Science, Technology, Engineering, and Mathematics (STEM) and equipped with 21st century skills to provide professional workforce that

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can compete globally. Careers in science, technology, engineering, and mathematics (STEM) are among the best-paying opportunities available to students today. Furthermore, countries with strong STEM workforces and research capacities compete better in the global market. Improving the presence of underrepresented groups, such as women, in STEM professions is one strategy to increase the number of individuals working in these fields. According to research, girls and women must identify with their STEM career of interest in order to persist, which can be difficult in fields that have historically and continue to be dominated by men. During middle and high school, we conducted a comprehensive evaluation of empirical research focused on the experiences of female students in science, technology, engineering, and mathematics (STEM). Recent study was synthesis using social identity theory to investigate how factors of the social environment influence STEM identity development. Findings indicate that young women experience challenges to their participation and inclusion when they are in STEM settings. We conclude with recommendations for theory, research, programs, and policy for STEM identity development among young women, informed by a social identity perspective.

**Keywords:** STEM, STEM identity, young women

# 23.

## **Identity Development: Process, Steps and Importance-1**

Anjana\*

### **Abstract**

The concept of the article is identity development its process, steps and importance. Identity development may be especially applicable to understanding a new potential for openness to diversity during emerging adulthood. Identity means who are you, the way of your thinking about your self, the way you are viewed by the society or world. It's all about your personality, beliefs and quality, these make a person. And also self image and self esteem. Identity is formed through a process of exploring options or choices and committing to an option based upon the

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outcome of their exploration. Identity process propose that adjustment to aging can be conceptualized as involving the three process of identity assimilation. Maintenance self consistency, identity balance and identity accomodation. It's focused on the question who am I. The Process of identity development begins with the infants and continuous throughout child hood, and focus of adolescence.

**Keywords:** Identity, identity development, personality, development, Process, adolescence.

# 24.

## Role of Education and Identity for Quality Education-2

Monika Kumari\*

### Abstract

Education is recognized as a human right since the adoption of Universal Declaration of Human Rights in 1948 besides health and shelter.

Education for All Goals was established where more than 150 governments have adopted world declaration on Education for All policy to support the universal right for education. The ultimate goal of many countries is to guarantee the optimum educational access rates for improving the quality. Similarly,

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quality is reflected by a range of indicators, including government spending on education, student/teacher ratios, teacher qualification, test scores, and the length of time student spend in school.

Every investment must be measured against how it can serve such aspects to ensure the ultimate quality of Education for All programs. Investing in education reinforce a society's wealth and growth, where individual can easily improve their own personal efficacy, productivity, and incomes.

A major challenge lies in defining the ideal education indicators and circumstances among countries; especially poorly developed countries that strive to establish a quality evaluation theme. Therefore, there is need of a multifaceted standpoint and reasoning framework to realize educational policy evaluations that can truly contribute to the improvement of educational situation in developing countries and around the world.

Formal Education is commonly divided formally into stages such as Pre school or Kindergarten, Primary school, secondary school and then college, university, or apprenticeship. In most regions, education is compulsory up to a certain age.

There are movements for education reforms, such as for improving quality and efficiency of education towards relevance in students' lives and efficient problem solving in modern or future society at large, or for evidence-based education methodologies.

**Keywords:??**

# 25.

## Identity and Role of Identity for Quality Education

A. K. Kulshrestha\*

Manoj Kumar\*\*

### Abstract

Identity refers to how people answer the question, Who are you? This question may be posed explicitly or implicitly, at a personal or a collective level, to others or to oneself. Schools of thought within the identity literature tend to emphasize either personal or social contents and either personal or social processes. However, I argue here that identities are inescapably both personal and social, in their content and in the processes by which

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they are formed, maintained, and changed over time. The personal and social nature of identity gives the construct its greatest theoretical potential—namely to provide insight into the relationship between the individual and society. ‘Quality education’ has become the most talked-about topic in the field of education in our country and in the global arena as well. A quality education is one that focuses on the whole child—the social, emotional, mental, physical, and cognitive development of each student regardless of gender, race, ethnicity, socioeconomic status, or geographic location. It prepares the child for life, not just for testing. Quality education talks of a set of skills necessary in our individual, academic and social life and academic attainment is only a portion of that set of skills. Quality education ensures how to face the realities of life applying the things learners learn in their academic life. This Research paper gives an overview of Identity, quality education and role of identity for quality education with special reference to current education Scenario.

**Keywords:** Identity, Role of Identity, Quality Education.

# 26.

## Identity Crisis: Concept, Causes and Coping

Nandkishor T. Pimpalkar\*

### Abstract

An identity crisis is a stage of development in which a person's sense of self or place in the world is questioned. It's vital to keep in mind that an identity crisis isn't a diagnosis and doesn't necessarily mean you are experiencing depression, talk to your doctor or mental health expert. Psychologist James Marcia has defined four distinct identity states that people progress through as their identities evolve. Making a commitment to an identity is the key to finding a balance between identity and confusion, according to Marcia and his colleagues. Those with an

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identity dispersal status often feel out of place in the world.

Identity crises may be more widespread today than in Erikson's day. Such crises are frequently triggered by a significant shift in a person's life. Personal life changes or social upheavals such as the COVID-19 epidemic are exemplary of this. Individuality may be fostered and strengthened by learning more about yourself. Journaling, expressive writing, or making lists of what matters to you can all be beneficial. Spending time alone may be beneficial to one's mental health. Trust your intuition and explore new ideas and sensations to help you discover who you are.

**Keywords:** Identity, Self, Sense, Commitment, Crisis, World, Mental.

# 27.

## Challenges and Issues in Creating and Sustaining the Identity

Neha Sharma\*

### Abstract

Creation is a very beautiful term, we all live in a world which is created for us to live sustainably in harmony with rest of the nature. Creation and creativity are extremely parallel to each other. We all are created and possess an identity. Talk about humans or talk about any other species living in this world, we all are with an identity. A special character is attached with all the living beings. Creation if taken in positive manner can lead us to the world where we can live in harmonious way. Otherwise creation in no time can be the reason

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for the severe destruction of mankind as well for the rest of the nature. Creation has its own challenges and issues if relating with identity of humans. All humans work hard for sustaining the identity of our own individuality. If seeing the world in context of humans from an arrear view, we can see that we all fight for the sustainability of the identity. Everything in this world is related with the pressure for sustaining the identity of an individual. Before proceeding, we must know the deeper meaning of the Identity. Taking identity in the individual approach, it is something which we all have as a mother, father, son, daughter etc. But considering identity in holistic manner, it is something which involves and evolves with everyone as a human and as a part of the society and its extension to the nature. Creating and sustaining identity for the betterment of the complete cycle is the ultimate goal of the mankind.

**Keywords: ??**

# 28.

## Expressions of Students in Multilingual Schools

Nilima Suresh Charde\*

### Abstract

‘Advanced Educational Maharashtra’ or G. R. Expects an increase in each student’s editing. Language is an important factor in the academic quality of students. Therefore, this research is a study of the expression development of students in multilingual schools. For this research, the researcher selected four schools in Nagpur district and gave a questionnaire to 40 teachers based on how language affects the expression development of students. Multilingual students create difficulties in teaching students different languages in the classroom,

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which is related to the development of expression in the student's classroom. Language is the main factor influencing the presentation of your expression to any language student in the school. When doing any work one can think better through one's own language. This creates a lasting positive impact on the personal, social, structural and expressive development of the students in the primary classes. The main purpose of this research is to facilitate the process of exchange and inclusion of teachers and students.

Remedial programs have been suggested to enhance the expression of multilingual students for the purpose of research. Although the language of the students is different, they cannot be ignored. As a reality teacher we have to look at it in a positive way. The Indian Rules of Education as well as the International Convention on the Rights of the Child stipulate that all students should be educated and that justice should be imparted on the basis of their status, aptitude and linguistic background. It is hoped that this research will serve as a guide for students to specialize in their teaching style to build their identity through this broad thinking.

**Keywords: ??**

# 29.

## Challenges and Solutions for Teachers in Sustaining the Identity Amidst Digital Era

Neeta Sahu\*

### Abstract

Identity crisis can be defined as a period of uncertainty and confusion in which a person's sense of himself or the societal perception about his/her role becomes insecure. The concept of identity crisis originates in the work of developmental psychologist Erik Erikson. According to him the crisis refers to a turning point in the lifespan of an individual which is aroused as a result of interaction between biological maturation and social demand in a particular stage.

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In the light of the above discussion the present paper talks about the identity crisis among the teachers in the present digital era. Digitalization is the inevitable demand of all societies. It has led us to a dynamic world of new circumstances, challenges, opportunities and problems too. In this transactional period all the stakeholders of the education system are facing different and to some extent the same problems.

Teachers who are digital immigrants are confused and worried about their role and their identity. They have to prove themselves in front of their students, their colleagues, their institution, new circumstances, and the changing demands of society. This conflict of identity and changing demand is being faced by the teachers. Successful resolution will lead to a healthy, well-adjusted teacher and a frustrated, worried teacher vice versa. Following challenges are being faced by the teachers such as - fear of newness, lack of training, mindset, lack of technical support, need of in-service training, insufficient equipment, security issues, digital crime, problem of choosing appropriate ICT tool, uncertainty of jobs, continuous technological changes etc.

**Keywords: ??**

# 30.

## Role of Education and Identity for Quality of Life

Nutan Bhanudas Chavan\*

### Abstract

**D**estiny of India is being shaped in its classroom, in other words we can say education becoming the tool for Nation's identity. Education play vital role while forming nation, it means education builds nation's economy, society, culture and political identity. Education have a significant impact to shape the national identity, education is regarded as the milestone for brining economic prosperity, social & political stability, therefore any country's educational development influences people's economic, social, cultural and

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political aptitude standing since educational contributions to create their quality of life. Education determines individual's ability for quality of life, individuals can develop self-esteem through education. Individual's education shapes the country's identity and education significantly impacts life opportunities to obtain high quality and sense of self, individual's educational level determines their ability to manage the quality of life.

In this paper, researcher study the role of education in formation of identity of individual's and their quality of life and examine the relationship between education and national identity. A sample given from students of various professional courses, under Sant Gadge Baba Amravati University, Amravati Maharashtra and findings of study discussed.

**Keywords:** Education; personality; national identity; self-Identity; Quality of Life.

# 31.

## Role of Education and Identity for Quality Education

Pranjal Moradiya\*

### Abstract

**I**n a nut shell of famous philosopher, “Education without value is seems like roots without plant”. As we know education word was derived from Latin word educatio, which means ‘bringing up’. To relate both the points, meaning of education is the kind of knowledge evolving process which can be cultivate the personality of an individual along with inculcation of moral standards and ethics. In contrast, education system has totally changed and if compared with the past patterns of teaching, one can encounter majority of transformations. The present scenario mostly focuses

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on values which can be done through multifarious educational activities. Education system acquires not only teaching and learning strategies but also it has all areas of aspects including how to live life with dignity as well as peace. For an instance, there are few courses which are run by some educational companies and schools, who mainly works on all around development of child, also the true meaning of quality education can be satisfied. However, quality education has abundant parameter to fulfil present and future needs of society. Education quality is an advance platform for them, which helps to parents as well as children in decision making for their goal or ambitions and with the help of this, one can get enlightened regarding bright future for successful career. Eventually, it is a type of education which actually reduces the burden of books and naturally facilitates knowledge to the upcoming generations. This can also be affected on personality of a person. But, due to the wrong beliefs, peoples are not believing on quality education. So, it would be the biggest challenge for educationist to change the mentality of the people and provide quality education.

**Keywords:** The meaning of quality education, Philosophical view points, Role of education, How one can identify between quality education and normal education?, Key aspects of quality education, Who can provide quality education?

# 32.

## **Review of Identity:** Its Development and Role of Politics, Religion, Personal Choice, Gender for Status Measurement of Identity

P. N. Brahmbhatt\*

### **Abstract**

**I**dentify crisis is a developmental event in which a person questions their sense of identity or their place in the world. Identity evolves and changes over time as people face new difficulties and encounter new experiences. Identity refers to a person's subjective sense of self, which includes their experiences, relationships, beliefs, values, and memories. A strong identity arises not just through conscious consideration of your life's purpose. It is vital to clarify that an identity crisis is not a clinical assessment. It's natural to wonder who you are; especially given we evolve throughout

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our lives. Marcia defined four alternative methods that teenagers address identity challenges, which she dubbed “identity statuses.” Identity researchers employ a variety of surveys to assess identity statuses or the characteristics that produce them. I’ve found it beneficial to condense them into a question quiz. The questions include four identity commitments: politics, religion, professional choices, and gender roles.

**Keywords:** Identity, Identity crisis, Adolescence, Identity Status.

# 33.

## Role of Education and Identity for Quality Education

Prabhat M. Kasra\*

### Abstract

Education is very necessary for each and every one in order to improve knowledge, way of living as well as social and economic status throughout the life. Getting proper education is the birth rights of everyone restricting which is the crime. Education is the ultimate way to get victory over all the personal and social problems. Education is very important to all of us as it plays very important roles in our life.

**Keywords:** Education, quality education

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# 34.

## Identity Crisis in Jhumpa Lahiri's 'Interpreter of Maladies'

Ramesh Vankar\*

Virji Siju\*\*

### Abstract

Jhumpa Lahiri's 'Interpreter of Maladies' focuses on the lives of Indians and Asians who have migrated abroad. Her writings tell us about the adjustment problems of Indians (both first and second generations) who have now settled in America. The tension between adhering to Indian culture and imbibing American culture, between upholding family tradition and subscribing to the individual freedom and realization that one is an outsider even though one is born there is beautifully highlighted in her work. The Indian cultural identity has acquired a heterogeneous

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composition with today's youth who are on the move in search of better jobs. Hence the bonding between the people and the settlement is fast disappearing. The familiarity and uniformity of basic cultures across communities in the states of India makes for easier assimilation and preservation of one's own culture. Lahiri sends a crystal-clear message to the third-world people who are quite enthusiastic on entering into the first-world with strong aspirations for a better future without realizing that this displacement to the first-world demands greater adaptability in terms of both climate and culture.

**Keywords:** Identity Crisis, cross-culture, diaspora, quest of identity, Interpreter of Maladies.

# 35.

## Narratives of Exile from the Kashi Khanda of Skandmahapurana

Rajnish Mishra\*

### Abstract

The present paper analyses two narratives of exile and how being forced to leave affects the identity of the exiled from *Kashi Khanda* of *Skandamahapurana*. *Kashi Khanda* is one section of the purana and it is entirely about the glory of the city of light: Kashi. Varanasi is known by many names: *Kashi*, Benares, Banaras etc. Its two widely accepted and most ancient names are *Kashi* and Varanasi. The first name comes for the root Sanskrit word for light and the other from the name of a river. As is the way of the *puranas*, the *Kashi Khanda* too has the frame

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narrative of Sage *Agastya's* exile from the city with embedded narrative of Lord Shiva's earlier exile within it, both ending in one point: the praise of one place i.e. *Kashi*. With the strand of praise are intertwined the strands of identity and of *kasiphilia*, something like Greek *polisphilia*, albeit with reference to the city that happens to be the subject of praise here.

The origin of the impact of the trauma of exile on the great sage and on Lord Shiva can be easily and clearly traced to the loss of the place they call home and the burning and self-burning flames of separation that also perform the function of keeping them alive in exile. They can't die while away from their city. What's more painful than the fact that they are in exile is the fact that their exile is self-imposed and can, at least theoretically, end whenever they want, yet they can't end it. Their problem is more complex and frustrating exactly because of that reason. The only factor that stands between the fulfillment of their wishes and them is they. Their pain, expressed and hidden, is due to the various ways in which the city they are attached to and call their own has shaped their identity in its personal and social-public aspects. They narrate the tales of their woe in the form of soliloquies and monologues and in both the cases the process intensifies their pain. Ironical, paradoxical or self-contradictory, one of them it may sound, but it's totally true. An attempt to trace the issues of their identity and the dynamics between it and their exile will be made in this paper.

**Keywords : ?**

# 36.

## Role of Education in Self-Identity

Rashmi Gupta\*

### Abstract

Education has become one of the clearest indicators of life outcomes such as employment, income and social status, and is a strong predictor of attitudes and well being.

Education is often used by people to shape their 'social identity', framing their understanding of themselves and their relationships with other people (Social identity theory proposes that people are motivated to achieve and maintain positive concepts of them selves). A positive, affirming social identity

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is associated with a range of positive outcomes in life, such as increased well-being, health, social trust and political engagement.

However, the emphasis on education in today's society makes it much harder for people with low levels of education to develop a positive social identity. This can negatively affect self-esteem and well-being.

Education is also helpful in developing self-esteem. This self-esteem can be developed by three dimensions. These three dimensions are: self-worth, self-efficacy, and authenticity. There are 4 components that define the esteem you might feel for yourself: self-confidence, identity, feeling of belonging, and feeling of competence.

**Keywords:** education, social identity, self-confidence, self-worth, self-efficacy.



# 37.

## Understanding Digital Identity

Rashmi Singh\*

### Abstract

The world has changed unprecedentedly in the recent past. Everything we can think of has become changed, whether it be, commerce, cinema, communication, education, or our very identity. Much has been written about the identity of human beings in psychology books, much has been discussed about the identity crisis of adolescents. But now everything has become overshadowed by digitization. Our identity also has become digitized in this pandemic situation and become a digital identity. We are no one, if we are not remaining digital, because this thing will

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remain here, even after the pandemic, synonym of the new normal. In this article, we are going to discuss the characteristics of digital identity, what are the barriers to this identification and how to maintain this identity for our sustainable development, and what should be the role of education in this development.

**Keywords:** Identity crisis, digitization, new normal, pandemic & digital identity

# 38.

## **Awareness About NEP 2020 in Teachers and Teacher Trainees of U.T. of Dadra and Nagar Haveli**

Sarika M. Patel\*

Vinu Agrawal\*\*

### **Abstract**

**N**EP 2020 is the third education policy announced by Indian Government after national policy of education 1986. The new education policy has innovative and transformative vision which includes major changes in the field of education. It includes comprehensive and multi-disciplinary approach, ICT assisted Education. NEP 2020 enables to visualize future scenario of education

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of the country. It enhances inclusive education in terms of quality and equality. For implementation of the policy it is necessary to acquaint human resources. Education department and policy makers formulate and reform the policies but the implementation has to be done by the teachers at school level for which awareness about the policy is very much required. Hence, in service and pre service teachers must be aware about the recommendations and changes mentioned in the policy. So, the researchers found it's important to underscore awareness about new education policy amongst teachers and teacher trainees. In the present research, researchers tried to check awareness about NEP 2020 amongst teachers and teacher trainees of U.T. of Dadra and Nagar Haveli. The major findings of the research were as follows:

- ❖ There is a scope to increase awareness about NEP 2020 amongst the teachers and teacher trainees.
- ❖ In service teachers are more aware of practical aspect in implementation of the policy.
- ❖ Pre service teachers are more aware of theoretical knowledge of the policy.

Pre service and in-service teachers must be aware of the challenges in implementation of NEP 2020 in school education system. All teachers must show readiness to face the changes and challenges regarding the policy. Teachers can guide students in a better way for their career development with proper understanding of NEP 2020. Teachers role is pivotal to implement the policy effectively. So, it is very important to facilitate and train teachers with various resources.

**Keywords:** awareness, teachers, teacher trainees, NEP 2020.

# 39.

## **Identity Orientation with Respect to Personal Identity, Social Identity and National Identity of Student- Teachers Studying in B.Ed. Course**

Sarita S Ogale\*

### **Abstract**

Identity includes our looks, personality, impressions, belief and fears. It plays an important role in empowering individuals to exercise their rights and responsibilities reasonably and impartially in a modern society. Identity is a tendency for people to focus more attention and effort on their internal or external environment in defining their identity (Cheek, 1989). This paper focuses on Identity orientation with regard to Personal Identity, Social Identity and National Identity. In this paper

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researcher presents an overview of Identity pursued by student-teachers studying in B.Ed course. The paper presents a study about how the student-teaches of B.Ed college have Identity orientation and how they prioritize these forms of Identities. The study also aims to discuss Identity orientation of B.Ed student-teachers in the light of the results obtained by a self-made Opinionnaire administered to a group of B.Ed student-teachers pursuing B.Ed course in different teacher Education colleges which are affiliated to Rashtrasant Tukodoji Maharaj Nagpur university, Nagpur of Maharashtra State in India.

**Keywords:** Personal Identity, Social identity and National Identity, Student-teacher.

# 40.

## Identity Crisis of Transgender: A Micro Level Study

Shivani Dave\*

### Introduction

The word transgender has Greek roots, meaning “one who keeps the bed.” It can be concluded that Vedic culture recognized three genders. Vedic 1500 500 BC people describe themselves as belonging to one of three individual categories, depending on their nature or prakrati. According to various texts, third sexes were well known in pre-modern India, including male or female bodies and intersex people. Manusmṛiti (200 BC, 200 AD), the foundational work of Hindu law, explains the

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biological origins of the three sexes. In Indian linguist Patanjali states that in three surnames were derived from three natural genders by a Sanskrit grammar, Mahabhaya (200 BC).

Transgender can be both male and female with respect to male (F + M) and female (M + F). In the Indian context, the term hijra is used for those who do not identify themselves as male or female, Kinnar (a Sanskrit term) or a third gender (Nanda, 1996). They are also known as eunuchs, transvestites, hermaphrodites, and also known as gays (Lal, 1999). Rose Venkatesan, 28, faced many challenges and fought discrimination and stigma before starting her career. Venkatesan spent most of his time in books, earning a master's degree in biomedical engineering from Luisana Tech University, USA, and became a mechanical engineer. Venkatesan campaigned for gender justice and empowered them financially. Venkatesan believes that only education can change the worldview of transgender people.

The Tamil Nadu government took the bold step of officially recognizing transgender people as a separate gender on January 2008. The Ministry of Education has ordered governments and supporting universities to accommodate 4,444 transgender people and share 30% of female-only seats. The government has taken various measures to ensure the welfare of transgender people through food distribution tables, free surgery in public hospitals, and welfare fund councils. Largest proportion of third-gender population: 28% found in the United States. It is followed by A.P. with 9%, Maharashtra and Bihar with 8%, and M.P. with more than 6%. and West Bengal.



## Inequality Among Transgender

Even after the Supreme Court ruling, there were cases where unpainted transgender people died from diseases or accidents, and the hospital's doctors were unable to make a diagnosis due to the hospital's legal form and conditions. It is difficult to define the male and female parts of a form, not only in hospitals and schools, but also in other administrative districts. According to the 2015 United Nations Charter of Human Rights, in many countries transgender people are being abused by ordinary people and the police continue to use abusive language and insults, so transgender people still face rational disorder. In 2015, SamitiHijra Transgender was created to report atrocities against 40 transgender people in the state of Telangana, 40 attacks in 6 months. , nullifies all achievements the community has made in the fight for dignity over the past few decades. Section 13(1) of the 2016 Act states that trans people cannot be separated from their parents or close relatives. This violates transgender people's right to live independently.

Although the law has well-documented cases of police physical and sexual offenses against transgender people, it does not protect against police violence (PUCL2014). In the Lok Sabha discussion of the Tiruchi Shiva bill on April 29, 2016, BJP stated in this regard that "transgender people take children from poor families and make them transgender through surgery." This is a serious crime and you will unknowingly do great harm to society as you are appealing reservations for them (Lok Sabha discussion summary 2016). According to a Times of India report dated 30 May 2014, there are 4.49 million transgender people in India. Transgender people are often sexually

exploited and harassed because of their social status, which undermines their identity.

## **Keywords**

Transgender Gender theorist Jude Butler says, “Gender is an identity acquired through repetitive physical activity.” The term “transgender” became popular in the 1990s as activity and academics increased in the United States. In the mid-1990s, the term became prevalent among diverse groups of people who did not identify their intended gender and gender, which was not assigned at birth. The term transgender is problematic in Indian culture.

## **Identity**

The word identity means “a way to create a unique image of yourself in society so that people can know about your work”. The proposed study aims to explain how transgender people form a positive image in society so that they can be respected by members of society. Transgender people are known to do bad things in society because they are treated unfairly. This study focuses on how transgender people can be respected in society and creates unique identities in society. Transgender people need to understand that they deserve respect for contributing to society. Researchers exaggerate how transgender people became respected citizens of the country and created healthy identities.

## **Statement of the Problem**

The proposed study aims to identify the challenges transgender people face in their daily lives with regard to identity in this global technological world. This study discussed the different issues of transgender

people from different perspectives.

## **Justification of the Study**

The proposed study raised questions about the identity crisis associated with transgender people in Indian states. Previous research has not yet addressed aspects related to transgender people and their identity in society. The proposed study examines facts related to transgender identity in India. This study suggests ways for transgender people to occupy a worthy place in society.

## **Need and Significance of the Study**

It takes time for transgender people to gain respect in society, as the Supreme Court of India declared a third gender on April 15, 2014. The court ordered the central government and State legal recognition for the third gender. He defends transgender people's right to decide on identity. The court also made a number of other legal claims to lift the spirits of the abandoned community. The need for research is to determine whether transgender people have acquired an identity or are still fighting for their identity and are discriminated against by society on the basis of gender.

The importance of the study is to provide direction to the government on how transgender people gain identity in society and what programs should be run by the government for transgender people to enhance their status and receive recognition respected by members of the community society.

## Review of Literature

Literature review is useful for reviewing prior research and enriches and energizes the researcher's intelligence. Some studies:

Larry Nutt Brack et al. (2012), 'Gender Identity Conflict/ Affirmation and Major Depression across the Life Course of Transgender Women'. The study using life chart interview collected information regarding transgender experience from a community based sample of 571 transgender women from New York, respondents ranged in age from 19–59 with mean age 37.2 years.

Ina Goel and Nayar (2012), 'Transgender Need to Move from Sex to Sexuality'. The study focused that the Supreme Court asked the central and state government why the transgender should not be considered as third sex as there are several social, economic and public health concerns. Research believes that calling transgender people a "gender minority by creating a separate classification would lead to discrimination and calling them "backward class" would be misleading"

Editorial (2013) ), "The Third Sex". The article deals with the issue of counselling for transgender people and activities related to training in income-generating activities, housing provision and reasonable declaration. The Aadhar card has a column to mark the gender as transgender. The article argues that the transgender community in India will have to go a long and difficult road for equal rights as Indian citizens.

Georgina Mullen and Geraldine Moane (2015), "Qualitative Exploration of Transgender Identity Affirmations at the Individual, Interpersonal and

Sociocultural Levels”. The study is based on studying 4,444 transgender people living in Ireland on an individual, interpersonal and sociocultural basis. 7 semi-structured face-to-face interview participants aged 21 to 64 years old. Participants over the age of 18 living in Ireland who identified themselves with the generic term ‘transgender’ were sought to participate in the study.

Braun and Clarke (2006), “Thematic Analysis”. The study was used to examine how participants described their sexual orientation and how they identified and used gender identity labels. Six main themes appeared in 4,444 participants’ descriptions of their sexuality. Existing research allows for conceptualization of transsexuality outside of traditional research frameworks based on problematic transgender experiences; confusion between gender identity and sexual orientation.

Anuvinda and Tiruchi Siva (2016), “There is no country for transgender people”. The article focuses on Transgender Rights Bill, 2015. The government’s definition of transgender bill reinforces harmful stereotypes about them stemming from social intolerance towards transgender people. with transgender people. The government bill violates the Supreme Court’s ruling denying self-identification. The government bill also provides for continued education and employment for transgender people under the bill sanctioned by the Rajya Sabha.

Serena Nanda (1986), “The Hijras of India”. The study discussed Hijra as the third gender institutionalized in India. They are devotees of Bahuchara Mata and their divine power depends on their sexuality. The article

discussed the cultural aspect of the role of Hijra, Hijra and creative asceticism and the role of Hijra as individual dimensions.

Paz Galupo, et al. (2016), "The label doesn't work very well". The study sheds light on 4,444 individual transgender concepts of sexual orientation and gender identity. The study examines the concept of sexual orientation among transgender people by exploring the label about the sexual identity they choose. The 172 participating adults from the United States were between the ages of 18-65 and identified themselves as transgender, transsexual, transsexualized, or of transgender origin. The qualitative responses were analyzed by through thematic analyses.

VenkatesanChakrapani et al. (2017), "Assessment of stigma on transgender identity, scale among transgender women in India". Research results are based on exploratory and confirmatory factor analysis. The study adapted the Transgender Obsessiveness Scale to the Indian context and examined the 14-item Transgender Identity Questionnaire (TSISQ) with transgender women in India. The results show that a quarter (22.60%) has graduated from upper secondary school, 14.3% are illiterate and 7.30% have a university degree. Most of the participants (66.70%) identified as Hijra, the fourth as transgender (English term) and 8.30% as a jogger/runner. Nearly half (48.70%) reported earnings per mangti; asking for money in shops, badhai offerings, blessings for babies and newlyweds, and begging activities.

## **Objectives of the Study**

The main objective of the survey was to study

issues related to the transgender identity crisis in the states of India.

The specific objectives of the proposed study were as follows:

- i. Research on socioeconomic and educational background of transgender people.
- ii. Research on issues that transgender people face in their daily lives.

## **Research Methodology**

Research method is a systematic process in which research starts from defining the problem to the final conclusion. Search methods provide the tools and techniques by which the search problem is made.

## **Design**

The proposed work is a qualitative study using an exploratory research design. The purpose of the study is to uncover the facts regarding transgender people and how transgender people gain identity in society? Structured in-depth interviews as well as experiential methods were used to collect information about past experiences and incidents encountered in life by subjects. The part of the experience is recorded for later, so that the researcher can draw inferences later.

## **Area of Study**

The study covers issues related to the transgender identity crisis in the Baranpura region of Vadodara, Gujarat.

## **Schedule of the Study**

A series of personal interviews were held from June

2021 to October 2021. To collect the facts and evidence used by our subject and his supporters in relation to government-run transgender identity policies and programs and more. Using this session we discussed different life experiences and incidents that happened in their lives that reflected the problem they were facing.

## **Tools Used**

The interviewers used two different types of tools to collect information, namely:

- a) Structured interview program.
- b) The investigator's documented experience of his family situation, his professional life, the activities performed by him and the people who supported him under his direction.

## **Discussions**

The study's discussions are based on findings and uncover facts related to transgender people that have not been mentioned, facts gathered by the investigator from the survey are mentioned below. Because of the activities of these people, today's government has created several rules and regulations for this community over the past decade.

In a landmark ruling in April 2014, India's Supreme Court introduced recognition of a third gender and directed that transgender people must have access to the same rights to social welfare schemes as other minority groups in the country.

Now, the State of Gujarat has established a Transgender Welfare Board to increase access to essential services for transgender people, including to



health care, housing, education and employment. The Ministry of Social Justice and Empowerment created the board following consultations with the transgender community and community groups, including the Lakshya Trust and Vikalp. UNAIDS and the United Nations Development Programme provided technical support and guidance throughout the process.

“The new welfare board is a great effort to help in day-to-day issues faced by transgender people. We hope that issues of livelihood, employment, social security and the protection of human rights will be addressed by the board,” said Aakriti Patel of the Lakshya Trust.

## **Delimitations of the Study**

This study limits the Baranpur region of Vadodara with one large transgender community. So the people I studied were the people who lived in that area.

## **Conclusion**

The research was based on her life experiences and her journey into the community. There was a limit when I was interviewing with a kind of schedule, so I just skipped the Voice. Because my subjects were more than one. There are also many other constraints of the delimited type, such as: Schedule, subject inaccessibility Labor shortage, financial problems, social obligations, lecture schedules, and many other issues that researchers often face during their research.

The main findings and discussion of the study focused on attempts to improve public image by asking governments to provide reservations for government positions for transgender people to contribute to social services. Transgender people participate in Swachh

Bharat Abhiyan to spread awareness of cleanliness and open bowel movements. In this way, slowly and slowly, they are respected in society. They contributed to the construction of the toilet in Madhya Pradesh. Some transgender communities have formed self-help groups and started productive work with small businesses. Therefore, transgender people seek to improvise their image in civil society. The time has come for the government to seriously consider the welfare of transgender people, whether for humanitarian considerations or reasons for voting, but in order to be respected, the welfare of transgender people must also be considered in society. Governments should provide special quotas for transgender people to be integrated into the mainstream of public order. The line between acceptability and exclusion has finally been removed. As for transgender people, Tamil Nadu and Madhya Pradesh have taken the first steps in that direction and other countries should follow suit.

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# 41.

## A Critical Look of Education Policy 2020

Pratiksha Modi\*

### Abstract

In the Educational policy 2020, there are 27 chapters and 4 Parts . It consists of various types of obstacles as well as situations which were drafted by government of India that affect on children education. This draft primarily starts with the introduction part that states about the fundamental requirement of the children, how to achieve human latent, development of equality in the society, quality education, National development, national integration and, cultural preservation, scientific advancement. It also describes quickly changing employment and

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global economy opportunities which create criticality to the student in learning. India also aims to deliver high-quality education by 2040. This policy is drafted by the chairperson of the National Education Policy Drafting Panel Mr. Krishnaswamy Kasturirangan. It also states that this policy reforms the education system. It reforms the teacher's recruitment and re-establish a new system to make teachers the most respected and essential member of society. Then the policy describes the important principles like identifying, recognizing, and developing the exclusive capabilities of every student, achieving basic foundation level in literature and numerals by 3rd grade, flexible learning, No differentiation between the departments, Multidisciplinary education system with equal importance to emphasizing practical understanding, creativity, curriculum activities, critical thinking and analysis, conceptual up-gradation, developing ethics and human values through constitutional preaching, the practical skill required to manage the life rightly, Use of technology and so on. Then the Policy is classified into four parts as part 1- school education, part 2- Higher education, part-3 professional education, and all other key areas, part-4 strengthening and financing various education boards, etc..

**Keywords :** School Education, Higher Education, Professional Education, Employment, Teacher Education.

# 42.

## **Teachers' Perception of Identity: A Case Study of Singhania Public School**

Priti S Gavli\*

### **Abstract**

The purpose of this study was to investigate school teachers' current and prior perceptions of their identity. Few set of questions and individual interviews were used to explore the way teachers see (and saw) themselves personally, their passion and role in society. The teachers currently see their identity as consisting of a combination of the distinct aspects of expertise. Most teachers' current perceptions of their identity reportedly differ significantly from their prior perceptions of this identity during their period as beginning teachers. On the basis of their current perceptions of their identity,

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teachers could be distinguished in different group. These groups had different learning experiences throughout their careers for each aspect of expertise. Also, teachers from different subject areas did not undergo the same changes in their perceptions of their identity. Identity is crucial to how teachers frame the nature of their work on a regular basis (motivation, satisfaction and competence). Teacher identity does affect the classroom and learning environment. If a teacher is self-aware, he or she is better able to empower students and therefore enhance learning.

This study does not generalize findings beyond the sample cases to any population. Rather, it focuses on a sample of experienced, informative and illustrative school teachers. The findings and discussions aims at teachers' perception of identity. When a teacher is able to understand himself/herself, then only they are able to make others, specially students understand about their identity status. This study, hopefully, would be useful to policy makers, educationists and researchers in India and elsewhere who face challenges in teaching national identity among students to make them a better citizen of the country.

**Keywords:** Identity; Expertise; Professional development; Learning experiences; Perceptions.

# 43.

## Impact of Organizational Identity on Organizational Development

Rittam Raval\*

Chirag Darji\*\*

### Abstract

Organizational identity is defined as a set of statements that organization members perceive to be central, distinctive, and enduring to their organization (Albert & Whetten, 1985). It is influential to behaviors of both leaders and members in many aspects within an organization. By reviewing current theoretical and empirical literature, this article integrates several research directions of organizational identity in order to delineate the relationship between organizational identity and organizational development and change. Implications

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and possible directions for future research are discussed as well.

**Keywords:** Organizational Identity, Planned Organizational Change, Organization Development

# 44.

## Role of Language and Religion in Identity Development

Dangrani Riya\*

Sunil Kumar\*\*

### Abstract

This article clarifies the link between language and individual identity. His or Her identity keeps changing according to context in time and space. A significant in language learning research, identity is defined as” how a person understands his or her relationship to the world, how that relationship is structured across time and space, and how person understands possibilities for the future.” Identity Development deals with WHO AM I? It helps an individual to know and understand himself or herself that what he is for the society. For this Language Plays

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a very important role. It also constitutes the Role of Religion In Identity development and also the crisis faced in India due to religion disparity. This article includes certain datas also too to understand the real situation of the country overall.

**Keywords:** Linguistic, language, ascents, identity, religion.

# 45.

## Role of Teacher for Identity Development

Riyaben Patel\*

### Abstract

Identity development during childhood and adolescence is discussed from the perspective of identity's 'architect,' Erik Erikson. Historical origins of Eriksonian concepts are presented from both classic psychoanalytic as well as object relations theory. In this article, the researcher discusses the role of teacher for identity development in context to concept, steps and importance of identity development.

**Keywords:** Role of teacher for Identity development, process of identity development, importance of identity development

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# 46.

## **Identity Development: Process, Steps and Importance-2**

Sandhya Patel\*

### **Introduction**

If we think about identity. What does identity means? One person talks about one's identity what does it means? If one talk about identity it simply means who are we? What are our way of thinking?

Identity means what person is, what their thinking is, what are their perception for themselves. Identity also involves the experiences, relationships, beliefs, values and memories that make up a person's subjective sense of self. Their belief helps them to create a continuous self-image which remain constant

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even after a new aspects of the self are developed or strengthened over time.

Sometimes it happen that some people are confused what their identity is. If a person is not sure about its identity it results into identity crisis.

## **What is an Identity Crisis?**

Everyone must be aware of the word identity crisis, but what exactly is identity crisis? The word crisis it means a time of intense difficulty or danger. Crisis is any event or period which will lead, to an unstable and dangerous situation and which affects individual, group or even society. A natural disaster causes a great loss to a person externally but identity crisis can make a give psychological trauma to a person. So what exactly identity crisis is?

An identity crisis is considered as a developmental event which involves any person who is questioning their sense of self or place in the world. It is the period of uncertainty and confusion in which a person's sense of identity becomes insecure, typically due to a change in their expected aims or role in society.

In psychology, identity crisis is a stage theory of identity development where it involves resolution of a conflict over the 8 stages of the lifespan. The term was coined by German psychologist Erik Erikson. Erik H. Erikson coined the term identity crisis to describe the uncertainty, and even anxiety, that adolescents may feel as they recognize that they are no longer children and become puzzled and confused about their present and future roles in life.

## Identity Development

The process of developing an identity begins with the infant's discovery of self, continues throughout childhood, and becomes the focus of adolescence. Erik Erikson, a pioneer in the field of personality development, identified the goal of adolescence as achieving a coherent identity and avoiding identity confusion. Identity is multidimensional and may include physical and sexual identity, occupational goals, religious beliefs, and ethnic background. Adolescents explore these dimensions, and usually make commitments to aspects of their identity as they move into early adulthood. Periodically, adults may reevaluate and alter certain aspects of their identity as life circumstances change.

Identity development begins with children's awareness that they are separate and unique individuals. First indications of this awareness are evident in infancy when children begin to recognize themselves. For example, when researchers place a dot of rouge on a child's nose, two-year-olds who see themselves in a mirror will touch their noses (Bullock and Lutkenhaus 1990). That is, they recognize the reflected image as themselves. Also, the words "me," "I," and "mine" emerge very early in children's language. These findings are consistent with Erikson's psychosocial stage of autonomy versus shame and doubt, when infants establish their identity as independent persons.

During childhood, self-awareness grows and changes. Preschoolers describe themselves in terms of observable characteristics and behaviors, including physical attributes ("I have brown eyes"), preferences

("I like to ride my bike"), and competencies ("I can sing 'Tsy, Bitsy Spider'"). Between ages six and twelve, children begin to include less concrete aspects of the self in their descriptions. School-aged children talk about their feelings ("I love my dog") and how they fit into their social world ("I'm the best fielder on my team"). During Erikson's stage of initiative versus guilt children explore their skills, abilities, and attitudes and incorporate the information into their view of self.

The physical, cognitive, and social changes of adolescence allow the teenager to develop the identity that will serve as a basis for their adult lives. During Erikson's stage of identity versus role confusion, adolescents' description of self expands to include personality traits ("I'm outgoing") and attitudes ("I don't like stuck-up people"). The emergence of abstract reasoning abilities allows adolescents to think about the future and experiment with different identities.

## Steps of Identity Development

James Marcia (1991) hypothesized that identity development involves two steps. First, the adolescent must break away from childhood beliefs to explore alternatives for identity in a particular area. Second, the adolescent makes a commitment as to their individual identity in that area. Marcia identified four "Identity Statuses" to describe the process of identity development. Some aspects of identity, especially among young adolescents, may be foreclosed. The foreclosure status is when a commitment is made without exploring alternatives. Often these commitments are based on parental ideas and beliefs that are accepted without question. However, adolescents often begin to question their ideas and beliefs and enter what Marcia called a



“moratorium.” The moratorium status is characterized by the active exploration of alternatives. This may be reflected in attending different churches, changing college majors, or trying out different social roles. Such exploration may be followed by identity achievement. Identity achievement occurs when the adolescent has explored and committed to important aspects of their identity. Although adolescents explore multiple aspects of their identities, commitments to occupational, religious, or ethnic identity may occur at different times. Some adolescents become overwhelmed by the task of identity development and neither explore nor make commitments. This describes Marcia’s diffusion status, in which adolescents may become socially isolated and withdrawn. Supportive parents, schools, and communities that encourage exploration in communities and schools foster identity achievement. Identity achievement is important because it is associated with higher self-esteem, increased critical thinking, and advanced moral reasoning.

## **Aspects of Identity**

The physical changes associated with puberty initiate adolescents’ exploration of their physical and sexual identity. For females, an important component of their identity and worth is related to their physical appearance. The changes in the male body may not be as important as their timing. Early maturing males have advantages in athletics, hold more leadership roles in school, and are viewed more positively by peers and adults. The effects of timing for females are not as clear and may be less important in their development.

The exploration of a sexual identity occurs within the context of the “presumption of heterosexuality”

(Herdt 1989) that exists in American culture. Heterosexual adolescents spend little or no time considering their sexual identity as anything but heterosexual. However, the same is not true for homosexual adolescents. In American culture the homosexual is often degraded and stigmatized. This cultural context makes forming a sexual identity for the homosexual adolescent more challenging than for the heterosexual adolescent. Following the pattern of identity development in general, homosexual adolescents may experience a period of confusion and exploration before accepting and committing to their homosexual identity. Adolescents who do not complete this process may feel isolated and guilty. This can lead to increased drug and alcohol abuse or even suicidal thoughts (Mondimore 1996). Regardless of orientation, the development of a clear sexual identity is important for the transition to Erikson's early adulthood stage of intimacy versus isolation.

The emergence of abstract thought in adolescence also permits the exploration of religious and spiritual beliefs. Sixty percent of adolescents report that religion is very or pretty important in their lives (Youth Indicators 1993). The development of a religious identity follows the same pattern as other aspects of the individual's identity. Even though the adolescent may eventually adopt beliefs that were similar to their childhood beliefs, the process of exploration is important in achieving a religious identity and avoiding foreclosure or diffusion.

When asked to introduce themselves, most adults will begin talking about their occupation or career. Three phases of career development have been described (crystallization, specification, and implementation)

that are closely tied to the development of identity (Kail and Cavanaugh 2000). Although young children often say things like “I want to be a doctor,” it is not until adolescence that career goals are clarified in the context of identity development. Young adolescents explore career goals that fit with their personality and interests. A thirteen-year-old who enjoys and excels at science may express interest in being a science teacher or a doctor. During this crystallization phase choices are tentative, and teens may explore a number of career options. By late adolescence, many teenagers make choices that limit career options by choosing a job or additional education and/or training (specification). With this the career path begins to be incorporated into their identity. Once individuals enter their chosen job or career (implementation), it becomes a part of how they see themselves.

Unlike most Caucasian adolescents, minority adolescents must decide the degree to which their racial or cultural background will be part of their identity (Phinney and Kohatsu 1997). Painful issues surrounding identification with a minority subculture, such as racism and inequality, can lead some minority adolescents to avoid the issue through foreclosure or diffusion. In particular, during early adolescence minority teenagers may deny any interest in their racial or cultural background. However, as they become more aware of the conflicts between their subculture and the dominant culture, minority adolescents often begin to explore their heritage. Interactions with other members of the same culture, and attendance at religious services or cultural celebrations, can increase the adolescents’ knowledge and encourage a sense of pride in their

ethnic background. Achieving a positive ethnic identity is associated with higher self-esteem and better grades, as well as better relations with family and friends. The most positive outcome appears to be achievement of a bicultural identity that allows the adolescent to function effectively in either setting (Phinney and Kohatsu 1997).

Identity achievement during adolescence serves as a basis for our adult expectations and goals for ourselves (Whitbourne 1987). As individuals enter early adulthood they use their current understanding of who they are to develop a lifespan construct which serves as the link between the identity developed in adolescence and the adult self (Kail and Cavanaugh 2000). The lifespan construct is an integration of an individual's past, present, and culture. This construct includes a scenario and a social clock. The scenario is the individual's expectation of what they will do in the future (e.g., go to medical school and establish a practice in family medicine), and the social clock links these events to the age when they will happen (e.g., get married by age thirty). The experience people acquire throughout life leads to continuous modifications in the life construct. Nevertheless, adults who feel they have (to some degree) met their life goals are more likely to experience the sense of fulfillment that Erikson called generativity in middle adulthood and ego integrity in old age.

Marcia's identity status theory

According Marcia there are four statuses:

1. **Identity-Diffusion:** Identity-Diffusion status is a status that characterizes those who have neither

explored the options, nor made a commitment to an identity.

The individual does not have firm commitments regarding the issues in question and is not making progress toward them. Those who persist in this identity may drift aimlessly with little connection to those around them or have little sense of purpose in life.

**2.Identity-Foreclosure Status:** Identity-Foreclosure status is the status for those who have made a commitment to an identity without having explored the options.

The individual has not engaged in any identity experimentation and has established an identity based on the choices or values of others. Some parents may make these decisions for their children and do not grant the teen the opportunity to make choices. In other instances, teens may strongly identify with parents and others in their life and wish to follow in their footsteps

**3.Identity-Moratorium Status:** Identity-Moratorium status is a status that describes those who are exploring in an attempt to establish an identity but have yet to have made any commitment.

The individual is exploring various choices but has not yet made a clear commitment to any of them. This can be an anxious and emotionally tense time period as the adolescent experiments with different roles and explores various beliefs. Nothing is certain and there are many questions, but few answers.

**4. Identity-Achievement status:** Identity-Achievement status refers to the status for those

who, after exploration, have made a commitment.

The individual has attained a coherent and committed identity based on personal decisions. This is a long process and is not often achieved by the end of adolescence.

Jeffrey Arnett's Theories on Identity Formation in Emerging Adulthood Jeffrey Arnett's theory states that identity formation is most prominent in emerging adulthood, consisting of ages 18–25. Arnett holds that identity formation consists of indulging in different life opportunities and possibilities to eventually make important life decisions. He believes this phase of life includes a broad range of opportunities for identity formation, specifically in three different realms.

***These three realms of identity exploration are:***

1. **Love:** In emerging adulthood, individuals explore love to find a profound sense of intimacy. While trying to find love, individuals often explore their identity by focusing on questions such as: "Given the kind of person I am, what kind of person do I wish to have as a partner through life?"
2. **Work:** Work opportunities that people get involved in are now centered around the idea that they are preparing for careers that they might have throughout adulthood. Individuals explore their identity by asking themselves questions such as: "What kind of work am I good at?", "What kind of work would I find satisfying for the long term", or "What are my chance of getting a job in the field that seems to suit me best?"

**3. Worldviews:** It is common for those in the stage of emerging adulthood to attend college. There they may be exposed to different worldviews, compared to those they were raised in, and become open to altering their previous worldviews. Individuals who don't attend college also believe that as adult they should also decide what their beliefs and values are.

Various factors make up a person's actual identity, including a sense of continuity, a sense of uniqueness from others, and a sense of affiliation based on their membership in various groups like family, ethnicity, and occupation. These group identities demonstrate the human need for affiliation or for people to define themselves in the eyes of others and themselves.

***Identities are formed on many levels***

1. The micro-level is self-definition, relations with people, and issues as seen from a personal or an individual perspective.
2. The meso-level pertains to how identities are viewed, formed, and questioned by immediate communities and/or families.
3. The macro-level are the connections among and individuals and issues from a national perspective.
4. The global level connects individuals, issues, and groups at a worldwide level.

The process of forming an identity is a critical task of adolescence. Teen identity formation involves one learning how they want to express themselves and their personality in their own unique way. This process can lead to some teens making choices that disappoint the expectations of some of your family or friends. Parents

of troubled teens should ensure they are providing their teen with love, support, and healthy boundaries that promote healthy development.

## **Conclusion**

Identity development is ultimately the result of a lifelong journey. The person that people ultimately become is unique, however the process by which identity develops is similar among individuals. Although identity development is most often associated with adolescence, each developmental stage offers opportunities for reevaluation and modification.

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# 47.

## **Play Reflection (Pratibimb) Identity: Artistic Study**

Sanyukta Thorat\*

### **Abstract**

**P**ratibimb means reflection. As the name suggests, the theatrical saga

“Pratimbimb” is a thought provoking quest about our identity, a search that questions the basis of our own self and existence. It is an artistic study of a person’s life.

A civilization or a society can be identified by the richness of its art and culture. There are no two identical individuals having the same nature, behavioural pattern and thought process in the whole world. Each

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and every individual is unique with respect to his / her voice quality, tone, hair texture, physique and other factors. No two individuals are exactly alike. And it's indeed a wonder that for a country like India with a population of around 130 crore, not a single person is same as another. Quite an interesting feature, identical twins being an exception.

What's more interesting is that in this big world, it's witnessed that each and every person is in quest/ search of his own identity. What does he desire (want)? What does he do? What does he think? What does he get? He is engulfed within the boundations of these unresolved questions.

His life's purpose is to make his own identity. He is perplexed ( confused) as to what his real identity is- is it his language, or is it his riches( wealth) and material possessions, is it his culture or is it his religion or is it something else that qualifies him as someone unique, someone invincible, incomparable and irreplaceable .

His mind constantly wavers around these unanswered questions throughout his life. The quest of our own identity is like an unsolved mystery.

The play's central idea revolves around these deep philosophical talks but many times such drama and plays are inspired by real life stories. Though it has an imaginative aspect to it to bring forth the artistic and aesthetic element to create that emotional connect, yet it is undeniable that there is a greater truth ingrained in these stories inspired by life's harsh realities.

“ Pratibimb” is a play / novel based on such soul searching questions to unravel our sense of self, to identify who we are.

How to rediscover our lost identify is what the play “Pratibimba” is all about.

In this research paper, the main points related to “our identity and our identity crisis” will be analysed, scrutinised and delved deeply on the basis of the play “Pratibimba”.

**Keyword:** Pratibimb, reality, identity, artistic study

# 48.

## Transition of a Woman to Motherhood

Sapna Thomas\*

### Abstract

The purpose of this paper is to explore the physical, emotional, and societal issues women phase as they transition to motherhood and accompanying redefinition of self. Themes of acceptance of new roles and responsibilities, resolution of losses adjusting marriage/partnership renegotiation of relationships and professional standings are discussed. Woman experiencing post partum depression and anxiety appear to have difficulty navigating or adapting to new maternal identity. Therefore this paper summarises some of the physical responses of the post partum period as well as possible

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puerperal mental disorders like PDP Postpartum depression disorder, Post traumatic stress disorder (PTSD), etc.Implications and recommendations for counsellors to consider when assisting this population are also focused.

**Keywords: ?**

# 49.

## Role of Education and Identity for Quality Education

Sarita Soy\*

### Abstract

**E**ducation is described as the ability to adapt to changing circumstances and environments. The role of education is to assist in ensuring that all individuals have the opportunity to grow to their greatest potential. Education has a critical long term role cultivating knowledge and awareness of human rights, the values they symbolise, and the skills needed to create a liberal democracy. Education will develop a sense of civic responsibility and dedicate to the country by volunteering in communitive service. Education shapes the country's identity and education significantly impacts and sense of self. Their

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educational level determines individuals ability to achieve economic and social progress.

**According to Gandhiji:-** By education, I mean and all-round drawing of the belief in child and man in body, mind and spint. According to Swami Vivekanda, Education is the manifestation of the perfection already in man.

Education imparts knowledge and skills to the prpulace while also degeloping the youth's personalities. The role of education is essential for persons long term success. It can have a signigicant impact on peoples ability to maintain their quality of life. In society education prepares children for maturity so that they can become the next leaders of tomorrow. One of the most important goals of education is to help individuals understand themselves.

Education can be defined as a society's systematic attempts to covey knowledge, value, perspective, and talent among its members to improve personal strengths and changes in themselves. Education is a continuous attempt to develop individuals potential in a holistic and integrated manner.

**Keywords:** - Education, Knowledge, Personality.

# 50.

## Identity Development: Concept and Challenges

Sefali Patel\*

### Abstract

The development of a strong and stable sense of self is considered to be one of the important task during adolescence period. Identity development occurs throughout one's lifetime and adolescence is the first time when individuals initiate to think about how their identity may affect their lives. During this stage, we are much more self-conscious about our shifting identities than at any other stage in our lives. Identity has also come to express the differences between us. Identity plays a significant role in allowing individuals to practicing their rights and responsibilities honestly and impartially in a

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modern society. It is vital for social, economic and digital inclusion as it provides access to basic human rights such as healthcare, pensions, social benefits, the ability to exercise our right to vote, and beyond. That is why it is crucial to develop the identity.

**Keywords:** Identity, Development, Belief, Self, Adolescence.

# 51.

## Role of Education in National Identity

Shreya Parmar\*

### Abstract

**E**ducation develops a country's economy and society; therefore, it is the milestone of a nation's development. Education provides knowledge and skills to the population, as well as shaping the personality of the youth of a nation. Nevertheless, can education shape the youth's national identity? Can education cultivate the person's identity or sense of belonging to the nation? The role of education is essential for a person's long-term success. Education is widely regarded as the bedrock of society, bringing prosperity, social stability, and political stability. In line with that, this paper which is part of

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a larger scale study on Language and Social Cohesion in the Formation of National Identity. The additional points required are a new establishment of the right direction and the provision of a vision about national identity so that the educational boom can make a great contribution toward the mutual prosperity of mankind. In this respect, 'mutual prosperous globalization' is the password to the future of education in the twenty-first century.

**Keywords: ?**

# 52.

## Importance of Critical Thinking to Set Identity

Geeta R Shrimali\*

### Abstract

God has given latent powers to each person but this power is used by the person based on his own thoughts the person faces every challenge by making good use of the critical thinking within him so that the person creates his own distinctive identity. Critical thinking the mental process of actively and skillfully conceptualizing, applying, analyzing, synthesizing, and evaluating information to reach an answer or conclusion. Critical thinking is a core academic skill that teaches undergraduate and postgraduate students to question or reflect on their own knowledge and information presented to them.

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Observation skills are the starting points for critical thinking. Analysis is the ability to break arguments or claims own into parts and to discover the relationship between the parts. It is an important part of developing critical thinking skills to distinguish our inferences. Sharing and receiving information with others verbally nonverbally and in writing. The process of gathering, analyzing and communicating information to identify and troubleshoot solutions. Identity is the personality of every day person in which a person has established his leading position in the society through positive thoughts and qualities. Social identity a sense of belonging to the social world. National identity is a person's identity or sense of belonging to one or more states or to one or more nations. Identity is a personal aspect of a person in which to create personal identity, social identity and national identity a person used his critical thinking to face the challenges in life.

**Keywords:** Thinking, Critical thinking, Identity

# 53.

## Identity Crisis and World

Kendra Cherry\*

Shruti Gor\*\*

### What is an Identity Crisis?

An identity crisis is a developmental event that involves a person questioning their sense of self or place in the world. The concept originates in the work of developmental psychologist Erik Erikson, who believed that the formation of identity was one of the most important conflicts that people face. According to Erikson, an identity crisis is a time of intensive analysis and exploration of different ways of looking at oneself.

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While developing a sense of identity is an important part of the teenage years, Erikson did not believe that the formation and growth of identity were confined to adolescence only. Instead, identity is something that shifts and changes throughout life as people confront new challenges and tackle different experiences.

## **What is Identity?**

Identity involves the experiences, relationships, beliefs, values, and memories that make up a person's subjective sense of self. This helps create a continuous self-image that remains fairly constant even as new aspects of the self are developed or strengthened over time.

## **Symptoms**

It is important to note that an identity crisis is not an actual diagnosis. Rather, a person going through an identity crisis may find themselves preoccupied with certain questions:

- What am I passionate about?
- What are my spiritual beliefs?
- What are my values?
- What is my role in society or purpose in life?
- Who am I? This question may be in general, or in regards to your relationships, age, and/or career.

While everyone questions their sense of self from time to time, you may be having an identity crisis if you are going through a big change or stressful time in life and the above questions begin to interfere with your daily life.

It is important to be aware that having negative feelings about yourself or your life can be an indicator of a vulnerability for depression.<sup>1</sup> If you are also experiencing depression symptoms such as low mood, loss of interest, fatigue, and irritability, you should talk to your doctor or mental health professional.

## **How Identity Develops**

Researcher James Marcia expanded upon Erikson's initial theory. According to Marcia and his colleagues, the balance between identity and confusion lies in making a commitment to an identity.<sup>2</sup>

Marcia developed an interview method to measure identity that looks at three different areas of functioning: occupational role, beliefs and values, and sexuality. He also identified four different identity statuses that people move through as they develop their identity.

- Foreclosure status is when a person has made a commitment without attempting identity exploration.
- Identity achievement occurs when an individual has gone through an exploration of different identities and made a commitment to one.
- Identity diffusion occurs when there is neither an identity crisis nor commitment. Those with a status of identity diffusion tend to feel out of place in the world and don't pursue a sense of identity.
- Moratorium is the status of a person who is actively involved in exploring different identities but has not made a commitment.



Marcia argued that identity crises help people move from one status to another. However, people don't necessarily experience each of the statuses above.

## Causes

In Erikson's stages of psychosocial development, the emergence of an identity crisis occurs during the teenage years in which people struggle with feelings of identity versus role confusion.

In today's rapidly changing world, identity crises may be more common than in Erikson's day. Such crises often occur in response to a sudden change in a person's life. This may include personal life changes or broader societal events such as the COVID-19 pandemic.

People tend to experience them at various points throughout life, particularly at points of great change, including:

- Beginning a new relationship
- Ending a marriage or partnership
- Experiencing a traumatic event
- Having a child
- Learning about a health condition
- Losing a loved one
- Losing or starting a job
- Moving

Research also suggests that there are a number of factors that can influence whether a person experiences what is often referred to as a midlife crisis. Such factors include health issues, stress, and social support.<sup>3</sup>

Having a mental health condition such as depression, bipolar disorder, and borderline personality disorder may also increase the likelihood of experiencing an identity crisis.

## **‘I Don’ t Know Who I Am’ —Why You Feel This Way and What to Do**

### **Treatment**

If an identity crisis is creating significant distress and interfering with your ability to function normally, your doctor or therapist may recommend some different treatment options. These may include:

- **Psychotherapy:** Therapy can be helpful for addressing some of the underlying issues that might be contributing to your identity crisis. One approach known as cognitive behavioral therapy (CBT) works to address the negative thoughts and behaviors that may cause problems with your view of yourself.
- **Medication:** If your symptoms are accompanied by anxiety or depression, your doctor may also prescribe medications to help with those conditions.

### **Coping**

In many cases, there are things that you can do to help work through an identity crisis on your own. Some things that may be helpful as you confront questions about your identity include:

- **Exploring your Beliefs and Interests:** When you are questioning your sense of self, it can be helpful to look inward and think about the things you are passionate about. What are you

interested in? Are there things that you no longer like? Asking questions and exploring new hobbies and interests can be a helpful way to get to know yourself better.

- **Considering your Goals:** Spend some time thinking about your goals in life. What do you want to accomplish? What types of things bring you the most joy and happiness? An identity crisis might be a sign that some need is not currently being fulfilled, so finding ways to satisfy those needs can bring a greater sense of fulfillment to your life.
- **Getting Support:** Having friends and family to lean on can help. A strong social support network is an important part of mental well-being and can also be a way to gain the feedback and encouragement you need to feel comfortable with your identity. Friends, family members, social clubs, religious groups, team sports groups, and support groups can also be great places to find the support that you need.

# 54.

## **Changing Role of Guidance and Counselling Services in Fostering Sustaining Identity**

Smita Kumari\*

### **Absract**

**C**urrent situation of pandemic covid-19 left us in mentally and physically unstable state resulting in psychological, social, emotional, educational as well as occupational instability. It has created a challenging situation for every individual in terms of health issues, unemployment, anxiety etc. It also questioned our identity as “man is a social animal” to man in quarantine and lockdown. It increases the conflicted identity leading confusion in our role and social responsibilities. To overcome from this situation, we need to foster sustaining identity for everyone’s peace

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of mind and healthy life-span. To meet this purpose, guidance and counselling services need to be introduced in a mass level to serve individuals who are seeking help and support. It can be done using online mode or virtual mode, tele conferencing, video conferencing as well. Healthy talks and emotional support give strength and mutual understanding to everyone who has been going through socially quarantined or feeling lonely in any aspects of life due to present situation. So, there is need of fostering sustaining identity through lifelong guidance and counselling services with new ideas and innovative practices, providing training of guidance and counselling at massive level.

**Keywords:** guidance and counselling services, sustaining identity.

# 55.

## Role of Education and Identity of Quality Education

Smitha. S. Ezhava\*

**E**ducation is the main weapon for any individual to lead the standard life. Now a days education is must for each and everyone, does not matter it's a boy or a girl. Without education one cannot withstand in this competitive modern age of life. Thus, education is the most important tool for all, as it provides people with full of knowledge, skill, technique, information, enables them to know their rights and duties towards their family, society as well as towards the nation too. It develops or cultivates the capabilities to fight against injustice, violence, corruption and many other bad elements in the society. It is considered as an important aspect

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that plays a huge role in the modern industrialized world. Each and every one need a good source of education for the survival in this competitive world. It has different features to follow such as, modern society is completely based on the people who are having high living standards and knowledge which allows them to implement better solutions to their problems. It helps to remove poverty as India is facing a higher rate of Povertiness among the rural areas. If a person is educated then he or she can get a good job and will be able to fulfil all the basic requirements of his family. And by this he or she contribute towards nation's development and thus can reduce the higher rate of poverty in India. Education is also relates to safety and security against crime. If a person is well educated, then he or she will not be get involved in any kind of domestic violence and other social evils. They will enjoy their healthy relationships in their life to lead a safe and secure life, one should understand the value of education in their daily life. For this, we are supposed to take active participation in various educational activities, so that we can have a good and healthy life to live. This type of productive activities inculcate knowledge in one's life. For our country or nation's development, we should think practically regarding the progressing level of our country. Trade and commerce of the country will also be flourished easily, if the citizens of the country are well educated. Education helps to become self- dependent and build great confidence among them to accomplish difficult task. For maintaining law and order of our nation's development, it enables or develops a good political ideology. This can be done, if you have a good source of education regarding law and order. Next is women empowerment, education also helps in empowering

women. If women are educated then, they can raise their voice against injustice done to them. The women can bring a lot of development in the society as well as in the nation's prosperity too. Women can have freedom of right to speech and can express themselves in the right path leading towards an independent life.

Education is the most important ingredient to change the world. Due to lack of education, many uneducated or illiterate people may suffer the hardships of discrimination, untouchability and injustices prevailing in the society. But with the advancement of education, all the people can be educated to uplift the economically weaker sections of society. For better communications or conversations between the people, nation etc. With the help of education, one can improve communication skills such as speech, body language etc. A person who is well educated can feel confident within him to deliver a speech in front of a large public area. For the technological and science development, becomes possible because of a good relevant source of education prevailing in one's own country or nation. Education performs different roles for each and everyone. One of the most important benefit of education is that it improves personal lives and helps the society to run smoothly.

Education helps in creation of a better society through moral and ethical values of life. It brings equal opportunity for both men and women, and educated people will be able to create a better society, a better society leads to a better community and a better community leads to a better nation. It proves as the backbone of the integral part of the human society. It helps people to find a better solution for the social problems such as poor health, integral conflict, poor



living standard and many more. It helps to realize the true value of contribution. Education encourages innovation and creativity. Innovations and creativity are must for now a day, as it helps to find a better solution for many problems. It can only occur when skilled people are enough to know how to operate with different technologies. An educated person knows how to deal with different types of problems and situations. With the help of a proper education, a person can develop good moral values. There is a famous proverb, “A MAN WITHOUT EDUCATION IS LIKE A BUILDING WITHOUT FOUNDATION”, which means that if a person is uneducated, then there is no use of leading a standard life. It helps a [person to read and write. One should get the primary education for fulfilling the basic requirements of his or her life. Being a human being, we have to understand our social responsibilities towards the society and nation too. Proper way of education teaches us how to think beyond our capacities and provides the abilities to give something return back to the nation. Without educated people, this world can’t become a better place. Hence, we can conclude that fir the evolution and development of the country, there is a serious need of education in each and everyone’s life. These all points are about the roles of education in the society.

Now, the new term is IDENTITY FOR QUALITY EDUCATION:

- (A) What do you mean by the term an Identity?
- (B) What do you mean by the term Quality Education?

\*An Identity means who you are, the way you are viewed by the world and the characteristics that defines you. It also includes the different elements such

as race, gender, age, sexual orientation, personality, religious beliefs and professional identities etc.

\*Quality Education that focuses on the social, emotional, mental, physical and cognitive development of each student regardless of gender race, socio economic status or geographic location. This is the simple meaning of quality education. Now let's see how the identity relates to or connected with quality education.

Identity shows how the students behaved in an actual manner. For that, Quality Education is must for all kind of students. Quality education refers to teach the students in an appropriate way, so that when they have to face such type of situations or we can say when they are supposed to solve their problems individually, or by their own at the same time they are proving themselves identically. And this is possible, when they are taught to be through the qualitative sources of education. In this competitive era, to be qualitative in every manner is very important. And this shows how a student or any other person is qualified standardized. The teacher is the most important factor in the quality of education for the students. Educational content, learning environment, teaching methods, management, organized etc. These all are termed as the qualitative elements of quality education. It not only enlightens but also empowers citizens and enables them to contribute to the maximum extent possible to the social and economic development of their communities.

Individuals are introduced to themselves and also to others with a process of continuity, developing a sense of connectivity, in which education plays a major role.

# 56.

## **Bhagvad-Geeta:** A Guiding Light in the Phase of Identity Crisis

Snehal Chavda\*

### **Abstract**

A person who has the ability to describe the greatness of the Bhagavad Gita. This is a very mysterious book. It contains the essence of all Scriptures. The Gita is actually the sacred voice manifested by the mouthpiece of Shri Krishna. It was compiled by Vyasji. A total of 18 chapters are given in it. The Bhagavad Gita is one of the essential ancient Indian scriptures like Vedas, Puranas and Upanishads. The Bhagavad Gita prepares us well for achieving a balanced perspective through positive thoughts, maintaining self-confidence, overcoming

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negative thoughts, overcoming challenges. Bhagavad Gita means “song”. Religious leaders and scholars interpret the word Bhagavad in a number of ways. Therefore Guide them also into the good behaviors and to avoid displaying some profane ones. An identity crisis is a developmental event that involves a person questioning their sense of self or place in the world. The Bhagavad Gita is a part of the Bhishma Parva of the Mahabharata. The Gita consists of 18 chapters and 700 verses. Only through the attainment of Self-realization can a person become truly happy in this changing world. The Gita says that the mind of a person who is always free from attachment, who has subdued the mind and the senses, and who is free from desires, attains the ultimate perfection of liberation from karma through renunciation. The Bhagavad Gita is an epic text that contains answers to all human problems. in which control the six internal enemies through karma yoga and Focuses on the self. The Bhagavad Gita encourages man to live his life with purity, strength, discipline, honesty, kindness and integrity in order to find his purpose and live it to the fullest. It can help us get out of the cycle of birth and death.

**Keywords:** Bhagavad Gita, Guiding, Identity crisis

# 57.

## Identity of Humanity in Crisis: A Vision

Swati S. Raut\*

### Abstract

**H**umans are still physicists and not everything can be digitized. This cowardly year underscores the fact that many low-paying businesses have played a vital role in maintaining human civilization: nurses, cleaners, truck drivers, cashiers, and delivery people. It has always been said that there is only a three-course meal gap between human civilization and barbarism. In 2020, the delivery people were the gray line that held human civilization together. They became our lifeline in our material world. Many cowardly warriors are fighting

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against the corona virus. Everyone is worried about themselves and their families. The present research paper reflects on the humanity seen in this critical condition of the present time.

**Keywords:** Corona, Identity, Humanit, Crisis

# 58.

## Real Identity and Self Awareness Through Spiritual Intelligence

Tulna Sharma\*

### Introduction

“The Real Issue of Education is to see that when the child leaves the school, He is well established in goodness both outwardly and inwardly”.-J. Krishnamurthy

Education is a systematic process through which a child or an adult acquires knowledge, experience, skill and sound attitude. It makes an individual civilized, refined, cultured and educated. For a civilized and socialized society, education is the only means. Its goal is to make an individual perfect. Every society gives importance to education because it is a panacea for all evils. It is the key to solve the various problems of life.

Reviewing through thinkers and philosophers we find a common thread of understanding that views education much beyond the 3Rs and the vocational aspect of it to the larger transformative role of education. Education in the broadest sense of the term is meant to aid the human

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being in his/her pursuit of wholeness, which implies the harmonious development of all the potentialities. The real education is one which helps in harmonious development of physical, mental, socio-emotional and spiritual being.

The pursuit of happiness has always been the aspiration of all human beings. However the path to it somehow has always remained an illusion leading to a mad rush in accumulating all that one could think this would lead to happiness and peace. This is being manifested in the increasing competition amongst individuals, groups and nations trying to overpower the other, the growing intolerance, the increasing environmental degradation and the unprecedented technological advancement. In the current system of education and schooling, learners face the repercussions of some of these global challenges, that is more competitive, stressed, achievement-focused and lop-sided view of education that focuses on product than process, on intellectual development at times at the cost of social, emotional and spiritual development. This is not just for the schools, but parents are also increasingly pressurizing kids towards achievement-oriented memorizing than learning.

### Education & Holistic development

A growing body of research has highlighted the crucial relationship between happiness and holistic education whereby schools that prioritize learner well-being have the potential to be more effective, achieve better learning outcomes and greater achievement in learner lives. It is therefore important that education caters to the holistic needs of the children and learners across all domains including the physical, social, intellectual, emotional and spiritual.

**Physical Development:** Physical development includes the ability to maintain a healthy quality of life that allows us to get through our daily activities without undue fatigue or physical stress. Physical wellness incorporates such things as diet and whether or not an individual has access to healthy food, balanced Body-Mass Index, or whether their consumption of fat, salt, and sugar are at healthy levels. Obesity in India has reached epidemic proportions in the 21st century, with morbid obesity affecting 5% of the country's population. India is following a trend of other developing countries that are steadily becoming more obese.

**Social development:** The ability to interact well with people and the environment and to have satisfying personal relationships is a sign of social development. The ability to relate to and connect with other students, teach-



ers and communities could be enhanced through structured program in schools too. It is a known fact that our ability to establish and maintain positive relationships with family, friends and co-workers contributes to our Social Wellness. Included in social wellness is how an individual engages with and supports the community and environment in everyday actions such as volunteer work or belonging to a community or social group. Trust is also an important aspect of social wellness, and has been shown to increase well-being in communities. It is through education both formal and informal that child learns the manners of healthy engagement. Learning in groups through cooperative learning and collaborative learning are some of the new teaching learning methods used in classrooms today that can further support social development.

**Intellectual /Mental Development** - It is the ability to learn and grow intellectually. Intellectual wellness includes both a personal commitment to lifelong learning and an interest in sharing one's knowledge with others. Intellectual wellness can help with Positive thinking and decision-making and enable an individual to use creative problem-solving to overcome barriers and difficulties.

It is the degree to which one engages in creative and stimulating activities, as well as the use of resources to expand knowledge and focus on the acquisition, development, application, and articulation of critical thinking (Foster & Keller, 2007, p.13). As such, education and literacy are important elements to achieving intellectual wellness, and are routinely shown to influence an individual's health and well-being as they enable coping mechanisms and other life skills.

**Emotional Development** - It is the ability to manage emotions so that you feel comfortable expressing them. Psychological/emotional wellness can include feelings, relationships, goals and personal strengths. It encompasses indicators such as happiness, life satisfaction and positive mental health. Happiness "incorporates a sense of individual vitality, opportunities to undertake meaningful, engaging activities which confer feelings of competence and autonomy and the possession of a stock of inner resources that help one cope when things go wrong" (New Economics Foundation, 2009a, p.10).

Psychological wellness includes having an element of control over one's life and the ability to deal with the demands and stresses experienced as part of everyday lives. Value education and imparting life skills today have become an integral part of every school's curriculum and incorporating exercises like circle time or one to one counseling for behavior

modification or career mapping all contribute towards the emotional well-being of a child.

**Spiritual development:** It is the ability to establish peace and harmony with our inner self and it varies from person to person but has the concept of faith at its core be it in God or any superior force or self. It is the ability to develop congruence between values and actions and to realize a common purpose that binds creation together. It also reminds students that this time is theirs and by taking part in this experience they are improving their health and well-being. Spiritual wellness program helps students to be in the moment, to listen to the sounds of nature and smell the fragrance of the outdoors. Whether it is the morning prayers done in most schools, meditation and Yogic exercises, maintaining silence or nature walks, the art of being with oneself are learned by students through schools only.

Health and well-being are both a precondition for and an outcome of, successful education. There is also considerable international evidence that demonstrates the substantial effect of education on holistic development. For education to be able to fulfill this role it is important for schools, management and teachers to understand the significance of scheduling time around the development of each of the domains rather than focusing on learning outcomes or achievement based cognitive development alone. It would be useless for a society to have gold medalists and merit holders who become doctors, engineers and bureaucrats that are not able to manage emotions or balance relationship pressures and end up committing suicides or getting caught up in fraud cases or financial scandals or unethical transactions. That education would be useless that is not able to teach one the importance of healthy lifestyle, mental health and well-being and value happiness over success. This would only be possible if education is not just for head but also for heart, hand and spirit. What schools must therefore continue to do is:

- ❑ To reinforce an environment that prioritizes physical health, mental health, and overall wellness as a foundation for lifelong success and happiness.
- ❑ To develop physical spaces for mindfulness, spirituality, reflective practices, and meaningful social engagement, as well as fitness, recreation, and athletics.
- ❑ To develop a destination space for students where

wellness is promoted through expert delivery of services, including health services, counselling and psychological services, and other programs like workshops and seminars, committed to holistic well-being.

□ Systematically explore ways to reduce unnecessary stress in the academic environment, and to promote an appropriate work-life balance.

### Holistic Development and Gaps in Education

The literacy levels in the country are increasing, in 1981 it was 43.3%, 1991 it was 52.2%, in 2001 it was 65.8% and in 2011 it was 74.04%. Many of our Indian classrooms today have become smart classrooms with smart boards and K-Yan (the knowledge vehicle) facility. The country is making remarkable progress when it comes to science and technology and its application in making human life simpler and better. While all these should be signs for any nation's development, unfortunately the daily newspaper headlines, the reports from the Ministry of Women and Child Development and the National Bureau Report for Crime does not tell a very healthy story. The newspaper headlines every other day mention child abuse, molestation, rape, fraud, brutal killings, and huge scams and in most of these cases the accused are youths with fair education.

On July 4<sup>th</sup> 2013 Supreme Court of India gave a verdict "*Education system have failed to achieve its objective and needs reform*" (NDTV, India, July 4<sup>th</sup>, 17.35 updated, Press Trust of India). National Crime Bureau in 2014 reported of 127 cases where graduates and highly educated youngsters found to be involved in criminal activities. Teenagers caught in armed robbery, trafficking, adultery, substance abuse just to meet their lavish lifestyles or prove their might, get caught on the wrong side of the law. In another incident of June 12, 2009 (deshgujarat.com 2009) the city woke up to the news of gang rape of a school girl in a moving car by three youths, two of whom happen to be the sons of police officials. Those accused in both the incidents have strong financial background. Experts believe it is the easy money which is making the youths act irresponsibly. Another group of educated youths in Calcutta, engineers, doctors or chartered accountants from top institutes like IIT, Kharagpur and Goenka decided to give up their highly-paid job in Bangalore only to become high-profile dacoits. The list of such highly educated professionals engaging in unethical practices is endless and is continuously being enriched with more and more being added to it. What could be the reason for this?

Scientific, technological and industrial developments have revolutionized man's life on earth. The energies of the top most scientists and technocrats are seriously engaged in solving the mysteries of space and cosmos. But in spite of remarkable richness, materialistic possessions and amazing success in the scientific and technological pursuit sitting amidst a mountain of wealth and prosperity, man still lives a life of worry, anxiety, dissatisfaction and frustrations. How is it that all the scientific and technological advancement that has smoothened life and added pleasure failed to add peace and inner harmony?

Education today has become synonymous to Examination, Employment and Empowerment rather than Emancipation, Ennoblement and Evolution. Swami Vivekananda said "Education is not the amount of information that is put into your head or run riot there. We must have life-building, man-making, character-making assimilation of ideas. If you have assimilated five ideas and made them your life and character, you have more education than any man who has got by heart a whole library". Education is not merely Academics, but somehow we have misunderstood academics to be education. *We teach our children to read and memorize history but we don't task them to create history. We teach them science of nature and life outside but not science of inner nature and life within. Education is to lead a person to knowledge, graduating further to wisdom in its totality and to face life in its completeness. Education is to set a higher goal of life and undergo inner transformation. Education is assimilation and absorption of knowledge. Once a disciple asked Swami Chinmayananda "I have gone through Bhagwad Gita several times but nothing has happened. Swami ji retorted "you have gone through but has Gita gone through you? (Happiness and peace in Everyday Life by Swami Nikhileswarananda, May 2006) Real education should have a holistic approach and address the inner self not just the external world transforming one from within.*

While education today has given children the knowledge of reading writing and computing, what it has failed is at letting their imaginations run. It has sufficiently taught them to spend time with books, with friends, with technological devices but what it has not been able to teach is, how to spend time with 'SELF'. The practice of spending some time with self by just being quiet and listening to inner voices which otherwise should have been a healthy morning practice, today is used by schools as a punishment for hyper active students thus losing its entire purpose. Young and old, everyone starts getting uncomfortable with "empty" time, or with silence and fills it with noise be it of television or any other activity, thus making individuals aware of the external realities but dumb to the inner realities.

In Man's search for meaning, Victor Frankl points out that our capacity to use and transcend out pain is one of the greatest freedom available to each one of us. We can view the pain, suffering or hardship as threatening or incapacitating but equally we can view them as challenges and even as opportunities. We are all inspired by the incredible stories of differently-abled people like Hellen Keller, Stephen Hawking, Sudha Chandran, Arunima Sinha and the list is endless. What made them overcome their pain and hardships and take up challenges in life to emerge as heroes? How much easier is it for most of us to be small heroes simply by taking responsibility for our daily lives and transcending our ordinary obstacles?

Psychiatrists find the changing "moral fiber" of the society to be the main reason behind this changing trend. Sociologists blame the new consumer culture for the increase in crimes among the educated youth. Security officials to blame the rising crimes among educated youth on the sheer pressure and the need to grow rich without perseverance that too in a short span. Social disorganization in society also contributes to the inclination of youngsters towards crimes, according to sociologists. We have moved from joint families to nuclear families where both parents are working. The impact of friends and television is more on youth as compared to their parents," said Satendra Kumar, a social anthropologist and assistant professor at Delhi University. Kiran Desai, sociologist, Centre for Social Studies, said, "The common thing among these youth involved in the crimes is money. The power that comes along with the money makes these youth aggressive, many of whom end up committing crimes." Mukul Choksi, a psychiatrist, says, "The ego of our youngsters has led to this situation. A mix of easy money and glamour with ego can be a dangerous concoction and can create lots of sociological problems."

Young generation today has chosen to identify themselves more and more with the motto "Minimum effort, maximum comfort". How tragic it is to choose to lose our individuality and become captives of materialism. How and why has education missed out or underemphasized the significance of the inner transcendental self as against the outer material self. The distinguished economist, the late Nani Palkhiwala, with respect to Vedic society says, "Citizens were ranked in the society not by wealth or power but by the virtue and character they possessed." On the sands of time, the element of negligence has painted an ugly picture on our noble structure of character. Today we find theology has lost its appeal and technology has taken the lead. Metaphysics has been stripped of its prefix and now mere physics remains. Human values have degraded to alarming levels.

Alvin Toffler (1991) author of the 'The third wave', points out that after agricultural revolution, the 17th century saw the birth of a second wave beginning with the industrial revolution. While we are yet to settle with the third wave, we have the fourth wave with Artificial Intelligence doing the talks. All this has left our society in a medley of mounting problems. We now live in a diseased society suffering from the virus of hatred, social tensions, corruption, crippling strikes and union agitation, energy crises, pollution, unemployment, loneliness, frustration etc. The list is endless. Do the boons of modern science speak of man as being civilized? At the most it shows that he has become modern! In a time where modernity is hailed and encouraged and spiritual values are scoffed at do we not find that peace evades man? He seeks the fleeting peace in addictions and indulgence and when this sickens him, he contemplates a final escape from all misery – suicide. In 2007 it was the tenth leading cause of death in the U.S.

In April 2004 Shaoni Bhattacharya reported that the highest suicide rate in the world has been reported among young women in South India. Average suicide rate for young women, aged between 15 and 19 living around Vellore in Tamilnadu was 148 per 100,000. The reasons for these being very petty, in most cases there is lack of minimal tolerance and increasing sense of ego. An opulent area in Chicago earned its name 'Suicide belt', when it hit the headlines for its alarming suicide cases. And what's more surprising is the French publication called *Suicide Manual*, which guarantees a successful suicide. The advice of Gandhi to his mother to her son was: "Son, in your entire life time if you can save or better someone's life, your birth as a human being and your life is a success. You have the blessings of the Almighty God." Every one of us should think how we can evolve our self to save or better someone's life. But this thought is lost and materialistic never-ending races have started.

*Every human being carries hidden within him the possibility of greater consciousness beyond the frame of his normal life through which he can participate in a higher and vaster life. Indeed, in all exceptional beings it is always this consciousness knows and does.*

This is not to suggest that the modern world is all bad. Nevertheless, a glance at the history would speak volumes of the Vedic, Roman, Babylonian, Mesopotamian, Egyptian and the Harrapan and Mohenjo-Daro civilization that revealed the ingenuity and strong character of its people, these civilizations were born to ameliorate human society. Today, howev-

er, the story is different. We find ourselves holidaying on the shore of 'Neutron Age', a place where man's value has been relegated to mere nothingness. This sad fact is reflected in the invention of the neutron bomb—a bomb that destroys all life but saves what man has created raising a cloud of doubt. Is this Man? It is at this juncture in human history that the eternal words of the Vedas become more relevant:

*Manuhu Bhava! Brother, be a man.*

*Mitrasyam, chakshusha sarvani bhutani samikshe! I look at all things with an eye of friendship.*

*Sarvebhadrani pashyantu!*

*May all be blessed with auspiciousness?*

Our first objective should be to become humane. Does our system of education give priority to it? Is it somewhere given weightage along with the intellectual quotient or at least a mention in the progress card of the humanely qualities or acts of children? We should give priority in directing our thoughts and actions in the process of self-making. The problem in today's world is less due to poor socio-economic conditions but more due to poverty of man-making and character-building thoughts. The question 'Education for what?' is increasingly coming to forefront, focusing on the quality and relevance of education, on its content and pedagogical methods, notably the perspective of humanistic development. The preceding discussions substantiate the inevitability of spiritual thought in education for the holistic development of a human self.

Spirituality helps to keep emotions under control and brings peace of mind. A education system that includes spiritual values in instruction will help students imbibe eternal values and truths that enable them to not only develop their intellectual capacity but also to fulfill their role as responsible human beings in society. The materialistic person is more concerned with material than with spiritual goals or values. Corruption, theft, murder are all phenomena of the materialistic society, while spirituality is the phenomenon of evolved persons. Such persons can build a healthy, vice free society. A spiritual person is self-regulated and has control over senses the basic root cause for all the evils of the society. In Srimad Bhagvad Gita Lord Krishna calls Lust, Anger and Greed to be doors to hell while Gunatitaanand Swami, a well acclaimed saint from Swaminarayan Sampradaya in his discourses mentions of Adamant nature, Ego, and Jealousy to be more dangerous and potent enough in creating hell for oneself. He says an individual can still do away with lust, anger and greed or

at least realize them but for the latter; identifying, accepting and overcoming these is only possible for a spiritual being. Any evil in the society be it robbery, murder, rape, molestation, corruption, terrorism, violence etc. all the actions resulted of the unregulated venture of these senses.

Spirituality helps in better self-control, self-esteem and confidence building. It can give faster and easier recovery, help improve relationships – with self, others and with God/creation/nature, give a new sense of meaning, hope and peace of mind. There is a growing body of research in the area of spirituality and medicine emphasizing the importance of spiritual counseling for curing diseases like cancer, heart attack, diabetes, blood pressure, depression etc. It is also gaining significance in the field of management where corporate honchos have begun to realize the importance of sound spiritual base for better decision making, interpersonal relationships and as stressbusters. However, it still has to gain space and pace in the system of education which is syllabi and examination driven. In his meeting with H.H. Pramukhswamiji on 'India 2020', Dr. Kalam was asked to add a sixth and very core area and that is '*faith in God*' if India has to progress and still be harmonious. Great scientists across the globe have experienced and acknowledged the significance of spiritual beings be it Einstein, Newton, Ramanujan, Jagdishchandra Bose or Abdul Kalam. Ramanujan said "Anequation means nothing to me unless it expresses a thought of God."

### Meaning and concept of Spirituality

Indian tradition believes there is something in every one of us, which is free and permanent. It is not the body, neither is it the mind. Beyond the momentary covering of gross matter, beyond even the finer covering of mind is the atman (spirit) or the soul, the true self of man, the permanent, the ever and all knowing, free. Realization of this free and permanent being as the only eternal and rest all temporal and breaking attachment from it is understood to be spiritual. The Body is the base and vehicle for spiritual activity but it is not an end in itself but is a means to sustain spiritual energy.

Webster's dictionary defines "Spirit" as the animating or vital principle, that which gives life to the physical organism in the contrast to its material element the breath of life." This however, is the narrow meaning of spirituality. A perceived sense of connection forms a central defining characteristic of spirituality – connection to a metaphysical reality greater than oneself, which may include an emotional experience of religious and reverence, or such states as Nirvana. Equally importantly, spirituality relates to matters of sanity and of psychological health.



Perkins offers a clearly non-religious definition of spirituality calling it: "the inner felt experience of a connection to something greater than our thoughts, feelings and material existence or even the people and creature with which we relate. It is described as energy and is defined uniquely by each of us." Benson, Roehlkepartain & Rude, 2003 give a broad based understanding of spirituality rooted in religious traditions. They define spirituality as "the process of growing the intrinsic human capacity for self-transcendence in which the self is embedded in something greater than the self, including the sacred. It is the developmental 'engine' that propels the search for connectedness, meaning, purpose and contribution. It is shaped both within and outside of religious traditions, beliefs and practices." Tacey (2002) defines spirituality as an "innate human capacity to experience transcendent reality."

Spirituality is the way you find meaning, hope, comfort and inner peace in your life. Many people find spirituality through religion. Some find it through music, art or a connection with nature. Others find it in their values and principles. "The term spirituality is used to denote certain positive inward qualities and perceptions while avoiding implication of narrow dogmatic beliefs and observatory observances". (Wuff, 1996) Spirituality is less a method than an attitude, a posture of one's very being that allows seeing not different things but everything differently (Hollfield, 1983). Spirituality is one of the most important sources of strength and directions in people's lives. Spirituality is a process of personal insight and experience, not a package of beliefs. It is harmony with self and others. Spirituality is typically defined as a form of experience or understanding which has to do with the realm of the transcendent. Indeed, at a popular level at least, 'spiritual' and 'transcendent' are virtually synonymous as descriptive of that which is lofty, idealistic, elevated or pious. It is in the focus upon feelings and experiences of transcendence that we touch base with what appears to be a central theme in recent attempts to understand the spiritual dimension.

Paul King (2009) recognizes that spirituality is a concept that evades simplistic definition but points that it is a natural dimension of every human being. King cites Rolheiser (1998) saying that: "spirituality is about what we do with the fire inside us, about how we channel our eros" and then insists that spirituality is not 'something we have... it is something we are'. Scott insists that "being human is being spiritual in the same way that being human is being physical and being emotional..."

What all these authors hold in common is an insistence that the spiritual is a part of our understanding of human experience. The spirit as energy, as quest, as relationship, or as life force echoes throughout this part in a

variety of ways. Putting simplistically, it can be said:

<b>What I Think</b>	=	<b>IQ</b>	=	<b>Mental Intelligence</b>
<b>What I feel</b>	=	<b>EQ</b>	=	<b>Emotional Intelligence</b>
<b>What I Am</b>	=	<b>SQ</b>	=	<b>Spiritual Intelligence.</b>

Types of Intelligence

Some of the most popular viewpoints of spirituality include the intrinsic-origin view, religious origin view and the existentialist view.

**The Intrinsic-origin View:** The intrinsic origin view of spirituality argues that spirituality is a concept or a principle that originates from the inside of an individual. Guillory (2000) defined spirituality as 'our inner consciousness' and that which is spiritual comes from within—beyond our programmed beliefs and values. While this spirituality perspective primarily speaks about some power which originates from inside, it also involves a feeling of being connected with one's work and with others (Ashmos and Duchon, 2000; Neck & Milliman, 1994).

**Religious View:** Religious views of spirituality are those that are specific to a particular religion: for example, the Christians believe that spirituality is the 'call for work'. The Hindus believe that spirituality is in selfless devotion to work without expectation of rewards, in detachment from attachments (Menon, 1997). In Buddhist view hard work and devotion are the tools used to modify an individual's life and also the institution as a whole, which ultimately results in total enrichment of life and work (Jacobson, 1983). Islam preaches commitment towards organization, work ethic and values such as generosity and justice (Yousef, 2000). Other religious views like Taoism and Confucianism also propose spiritual views which can be interpreted in the context of that inexplicable of connectedness with others and the universe (Rice, 1978).

**Existential Views:** This view of spirituality is perhaps the most connected to the concepts such as searching meaning in what we are doing at the workplace (Neck and Milliman, 1994). Some of the existential questions that come up are: 'Why am I doing this work? What is the meaning of my being here? Where does this lead me to?' According to Cindy Wigglesworth in her book (SQ21, 2012) exclaims spirituality to be an innate

human need to be connected to something larger than self, something we consider to be divine or exceptionally noble. This means we seek to connect to something larger than our immature ego, our little needs.

Thus spirituality is a power endowed to every human being by nature, to rise above the sensory instincts and realize the true inner self – one may refer it to be ‘spirit’, ‘soul’ or ‘conscience’. The realization of this in oneself is the journey of being spiritual and there could be multiple pathways to it. While the philosophers across the globe have endorsed this view; the western school of thought takes a more existential stance while the Indian or eastern school of thought has emphasized the inevitable role of a spiritual master in realizing the true nature of self and living in harmony and peace with it.

According to Zohar and Marshall (2000), Spiritual Intelligence (SI) is about the human need and talent for finding meaning in experience. It is about having direction in life and being able to heal self of all the resentment. It is thinking of self as an expression of higher reality. It is beyond ego or conscious mind. It is the intelligence with which we not only recognize existing values but with which we creatively

discover new values. Cindy Wiggles (2012) defines Spiritual Intelligence to be the ability to behave with wisdom and compassion, while maintaining inner and outer peace, regardless of situation. It is a set of skills we develop over time, with practice. It can be developed through or independent of a religious belief or tradition. The key point to note here, however, is that it does need to be developed. We are all born spiritual, but we are not spiritually intelligent. Spiritual Intelligence takes work and practice. In the same way, a child may be born with musical talent, but unless he/she learns the skill of playing an instrument, and practices it consistently, will not grow up to be a great musician.

### Spiritual Intelligence (SI) & Spiritual Quotient (SQ)

Spiritual Intelligence (SI) is the senior/higher dimension of intelligence with access to advanced capabilities. It is the source of personal fulfillment, the means of peak performance and the key to cooperation, tolerance and peace. It calls for multiple ways of knowing and for the integration of the inner life of mind and spirit with the outer life of work in the world. It can be cultivated through questing, inquiry and practice. Spiritual experiences may also contribute to its development, depending on the context and means of integration. Spiritual intelligence is necessary for discernment in making spiritual choices that contribute to psychological well-being and overall healthy spiritual development.

Spiritual maturity is expressed through wisdom and compassionate action in the world. Wisdom and Compassion are the two pillars of Spiritual attainment. Ability to maintain inner and outer peace, regardless of situation. Spiritual Intelligence is a peace that comes from the inside. Inner peace generates outer peace without creating fatigue or burnout. Inner peace is therefore more genuine, and less likely to be rattled in times of crisis or stress. Spiritual Intelligence comes down with essential question: Who is driving your life? Self or ego?

Spiritual Quotient (SQ): Spiritual Quotient is the measure of spiritual intelligence in a person and is denoted by SQ. The terms Spiritual intelligence and spiritual quotient have been used interchangeably across the literature reviewed. However, it is the spectrum against which we assess the usefulness of one life path or the need to change the particular direction one's actions are taking. Emmons (2011) defined it as the

adaptive use of spiritual information to facilitate everyday problem solving and goal attainment. It is the implementation of a set of tools to arrive at a more productive, effective, happier and ultimately more meaningful life. It is a mechanism by which people can improve their overall life. Unfold the fullest and highest self. Spiritual Intelligence facilitates a dialog between mind and body, between reasons and emotions. In emotional intelligence two key parts of brain are involved: the limbic system (which includes our fight or flight systems) and the neo cortex. As one gains in emotional intelligence one begins to manage the limbic system better through using neo cortex especially the prefrontal cortex the part of the brain that is created around age 11 and become fully wired by age of 22 to 25 years. SQ demands even more neo cortex limbic integration and guidance from our highest brain function. It demands that we go beyond managing our reactions. (Golman, 2001) We actually start to change how we react with conscious intention and practice. SI is application of knowledge.

# 59.

## **Spirituality:** Role in Holistic Development and Well-Being

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*“What transforms education, is a transformed being in the world.”*

***-Parker Palmer***

The spirituality vacuum in the contemporary education system fails to quench the deep thirst for meaning and wholeness. Misguided or unconscious attempts by students to attain some sense of fulfillment often result in varying degrees of addictive behavior toward activities, substances or relationships - all of which make teaching and learning difficult, if not impossible. Compulsive or reckless activity,

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substance abuse, and adherence to sensory bodies and its fulfillment in youths and adults are seen as a mechanism retorted to by youths and adults to fill their inner emptiness. In the classroom this can manifest as lack of interest, lack of self-worth, lack of compassion, lack of self-discipline and lack of spirit.

Enhancing the spiritual self is about evolving the inner consciousness. It is a method of awakening the soul; be it through meditation, prayers, quiet time or pause, service to humanity or any other. It makes one feel energetic, optimistic, calmer and peaceful in life. As we grow spiritually our perception of life changes and the way we see the world around us also changes bringing a positive change in our life. It helps one reflect upon life and the deeper meanings and break the shackles of ego, jealousy, anger, adamant and all negative emotions. Thus spiritual development is very significant to holistic development; else cognition alone may lead to dry intellectualism, social and emotional development may teach one to balance emotions and relationships but could teach one to be positive and happy from within or to dig into the deeper meanings of life.

Spirituality makes one happy and comfortable in any circumstance. Most of our problems stem not from difficult circumstances, situations and people but from the way we think about it. Spirituality changes our attitude towards life and people. It is our inner engineering, it does not take away the problems or challenges for us but it definitely helps the way we think and feel about them and perceive the world. It helps us embark humbly. As we journey towards the spiritual path we develop detachment leading to inner peace and tranquility. There is no frustration or disappointment which we today hear as the major problem of children and adults in contemporary times. A holistic approach towards life and overall mental, physical, socio-emotional being comes to play as we start realizing that everything is related to our spiritual development. Since it develops our understanding of what we really are, our core purpose in life

and how we can grow internally. Our inner power and strength increases, increasing our endurance levels that we can take complete charge of our lives thereby living without regrets, guilt or anger. Spirituality helps one be a better human and a better citizen. Thus it is key to holistic development of a child and individual.

A more 'soulful' education would therefore seek to open the mind, warm the heart and awaken the spirit of each student. It would provide opportunities for students to be creative, contemplative, and imaginative. It allows time to tell old and new stories of heroes, ideals and transformation. It encourages students to go deep into themselves, into nature, and into human affairs. It values service to others and the planet. A spiritualized curriculum values knowledge within cultural and social contexts, rather than as facts to be memorized or dogma to be followed. It is integrative across all disciplines emphasizing inter-relationship and inter-connectedness. It challenges students to find their own place in space and time, and to reach for the highest aspirations of the human spirit.

Various research studies carried out in the area of spirituality and spiritual intelligence have identified various indicators/components of spirituality. They are as follows; Acceptance, empathy, love and compassion, Interpersonal relations, Equality of caste, creed, colour & gender, brotherhood, happiness and distress, conviction, commitment and character, quest for life value, self-awareness, soul and inner being, religiosity, knowledge of God.

### Spirituality and Self

Goleman, (1998) referred to emotional intelligence as "the capacity for recognizing our own feelings and those of others, for motivating ourselves, and for managing emotions well ourselves and in our relationships". It describes abilities distinct from, but complementary to, academic intelligence, the purely cognitive capacities measured by IQ. Many people who are book smart but lack emotional intelligence end up working for people who have lower IQ than they but who excel in emotional intelligence skills. Wigglesworth, Cindy (2012) defines spirituality as "the innate human need to be connected to something larger than ourselves, something we consider to be divine or of exceptional nobility. This innate desire for that connection transcends any particular faith or tradition. It does not require a belief in a divinity by any description, nor does it preclude belief in God or Spirit or the divine".



Wigglesworth, Cindy (2012) defines spiritual intelligence as “the ability to behave with wisdom and compassion, while maintaining inner and outer peace, regardless of the situation”.

SQ is the central and most fundamental of all the intelligences, because it becomes the source of guidance for others, being an integrating intelligence, linking our rational and emotional intelligences. “A man with high SQ not only responds appropriately in a particular situation or circumstance, but he also analyses as to why he is in that situation and how he can better that situation. High SQ enables a person to operate beyond the boundaries. Whereas IQ and EQ are localized in opposite hemispheres, SQ is associated with hemispheric synchronization and whole-brain activation. The capability for SQ is hard-wired in the brain, but conscious intention is required to activate it.” (Mittal 2016)

The self

Source: <https://commons.wikimedia.org/w/index.php?curid=73936530>

Working of IQ, EQ and SQ ideally, all the three Qs should work together and support one another and the brains are designed so. Each Q has its own area of strength, and they can function separately. A person need not be high or low in all Qs simultaneously. While one person may be high in one Q simultaneously could be low in other. Research shows however suggest high SQ strengthens high EQ.

Self-awareness is the capacity for introspection and the ability to recognize oneself as an individual separate from the environment and other individuals which leads to self-knowledge, knowledge of self which leads to self-concept. One's self-concept (also called self-construction, self-identity, self-perspective or self-structure) is a collection of beliefs about oneself. Knowledge of oneself helps to develop self-worth; self-worth helps one to judge oneself helping him to know his innate ability.

Spirituality and Self

Roxana, Omar, Tengku et.al (2018) in their study on effect of EQ, SQ on Self-efficacy and Health of University students found that Spiritual Intelligence significantly correlated with Emotional Intelligence at  $r = .564$ ,  $p = .000$ , self-efficacy at  $r = .442$ ,  $p = .000$ . The study concluded that SI has a strong correlation with EI

and SE and that SI is a general factor of intelligence underlying any other factor of intelligence and therefore has the capability to influence EI (Ronel & Gan, 2008; Zohar and Marshall, 2000). Secondly found that students with higher level of SI tend to have higher levels of Self Efficacy and health-behavior. SI enables students to have control in their actions and invest self to ultimate goal or life target (King & DeCico, 2009). Kaur et.al. 2013; Ronel and Gan, 2008 pointed SI as a core ability, a general factor that penetrates into and guides other abilities. SI centers on inner resources of a person, and it manifests in various ways such as positive self-concepts, high moral character and personal transcendence (King & De Cico, 2009). Hence it is important that spirituality be made a part of the educational curriculum to understand self, know ones worth improve their self- efficacy and reduce the work pressures and stress. Spirituality has always been a focal point of the Indian psyche. Great saints and sages, teachers and students, warriors and common man, scientists and freedom fighters, all have achieved great feats in the past through the practice of spirituality. The discipline of spirituality is concerned with the development of the individual self. Thus it coincides with the self-concept which is a psychological construct of the personality.

**Enhancing Self knowledge** is crucial to successful change and maintenance of various patterns or forms of health related behaviors in the face of obstacles and aversive experiences including stress response and coping, addictive behaviors, reducing sexual risk behaviors, AIDS-related health behavior, smoking cessation, nutrition and weight control, regular physical exercise, choice of healthy lifestyle (Zlatovic, 2015). All of this is very relevant for adolescents and young adults since this would improve their efficacy in studies and other academic tasks. Spiritual intelligence elevates Self knowledge by developing better coping skills for different problems owing to their ability to exercise better control on one's senses. Individuals with healthy coping skills and sense of control are likely to take problems or challenges as opportunities and succeed (Lerner, Roeser & Phelps, 2010).

SI supports the development of healthy coping mechanisms forms a strong base in developing the concentration mechanisms through its practices of meditation and Yoga thus improving the sense of control and being able to see 'self' objectively. This propensity to regulate behaviors leads to self-regulation and subsequently self-improvement. Simultaneously, one's belief about the ability to perform successfully and effectively leads to self-identity. It is an important dimension of personality that influences the performance, level of satisfaction, ability to manage change, creativity and other behavioral dimensions. People's attempt to understand this is called the self-concept in personality. If one is able to

**understand self then he/she will be able to develop self worth and self identity and live to fullest.**

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# 60.

## Teacher Competency Assessment

Vaishaliben Bhimsingbhai Chaudhari\*

### Introduction

The teacher should have four abilities - method, professionalism, personality and social. Being an educator at any level requires a lot of information and expertise. Focusing on fundamental abilities for instructors guarantees that all educators and others working in training are ready to make school a positive encounter for understudies and their families. Collaborate well with under studies Educators should have the option to associate emphatically with all under studies. This incorporates trouble some under studies, understudies who work under neathgrade

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level, and understudies whose characters bother an instructor. Instructors need to set to the side their biases and sentiments to approach all under studies with deference, furnish them with equivalent learning openings and cause them to have a sense of security.

Skill based evaluation is the method involved with social affair proof and reaching inferences about the person and degree of an understudy's advancement towards proficient principles. Support based: the understudy is associated with the cycle and talks with the assessor What are the abilities of an educator? <sup>[1]</sup>

### **Catch Phrases: Teaching Abilities, Appraisal**

Showing abilities Learning abilities correspondence and relational relations, arranging, class the board, liveliness and contribution, assessment and training Collaboration and cooperation Benevolence and consideration Flexibility and versatility.. <sup>[2]</sup>

Establishing a learning climate It is fundamental to establish a learning climate that is protected and helpful for learning. assumptions about under study execution and conduct. All guidelines should be applied reliably and decently. Under studies shouldn't need to stress over being tormented in class, and you should feel happy with talking. Great at planning example designs All instructors ought to have the option to plan illustration intends to address understudy issues and cover guidelines.

This requires realizing how to pick and make instructive materials to oblige understudies of various levels. It additionally requires making a degree and grouping that gives under studies sufficient opportunity to dominate the guidelines. Ready to

utilize an assortment of showing methodologies Best practices and other suitable showing techniques empower skilled instructors to adequately show the program.

# 61.

## Role of Education and Identity For Quality Education

Sweta Sharad Kumar Chauhan\*

### Abstract

**E**ducation develops the economy and society of a country, making it a turning point in its development. Education imparts knowledge and skills to the people while also developing the personality of the youth. Our self-identity has a lot to do with how we are perceived and treated by both significant and non significant others. Our identity is the very core of who we are as human beings. From birth, we are persons in our lives as well as by others in multiple environments. Our ideas about self are largely a reflection of others' ideas about us, good and bad or in

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between. Schools have an enormous influence on how we come to see ourselves, the hopes and dreams we acquire, and our achievement motivation. It is possible to shape the national identity of the youth through education. It is possible to create a sense of identity or nationality through education. It can have a significant impact on people's ability to maintain quality of life. Education helps a person avoid poverty, establish harmony and establish a democratic community. The role of education is to make individuals social and to run the society in a smooth and stable manner. In society, education prepares children for maturity so that they can be the next leaders of tomorrow. The most important goal of education is to help individuals understand themselves.

Education develops the economy and society of a country, making it a turning point in its development. Education imparts knowledge and skills to the people while also developing the personality of the youth. Our self-identity has a lot to do with how we are perceived and treated by both significant and nonsignificant others. Our identity is the very core of who we are as human beings. From birth, we are persons in our lives as well as by others in multiple environments. Our ideas about self are largely a reflection of others' ideas about us, good and bad or in between. Schools have an enormous influence on how we come to see ourselves, the hopes and dreams we acquire, and our achievement motivation. It is possible to shape the national identity of the youth through education. It is possible to create a sense of identity or nationality through education. It can have a significant impact on people's ability to maintain quality of life. Education is widely regarded as the foundation of society,



which brings economic prosperity, social stability and political stability. Their educational attainment affects the economic and social status of individuals as education contributes to managing their quality of life. It can help a person avoid poverty, establish harmony and establish a democratic community. The role of education is to make individuals social and to run the society in a smooth and stable manner. In society, education prepares children for maturity so that they can be the next leaders of tomorrow. The most important goal of education is to help individuals understand themselves.

**Keywords: ???**

# 62.

## Globalization and Cultural Impact on Identity

Megha J. Adwani\*

### Abstract

**T**his article focuses on the globalization of culture and the role of media in the ensuing identity crisis (both individual and social) resulting from this process. The article tries to display the basic concept of the process of globalization with all of its effects, threats, challenges, and opportunities and will illustrate its interaction with the media in developing countries. The essay will show that the main components of power structure in today's world can be linked to these two complimentary processes – globalization and the information era. The interaction

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between these two phenomena has changed the quality of communications which, in turn, is creating new personal and social identities (personification and personifying). According to survey results, it is clear that in societies which are not efficient in reinforcing and strengthening their communication infrastructures and which are unable to compete with the new methods of communication and information exchange, identity formation gains political, economic and culturally adverse and asserts an unrepairable damage. In conclusion, the article tries to present some proposals for developing countries' media –as the active player of this era – and offers ways to deal with the unavoidable process of globalization and identity crisis.

**Keywords:** Crises, identity, media, globalization, culture.

# 63.

## Role of Education in Self-Development of Student Teachers

Kamalmnayan B. Parmar\*

**KEY POINTS:** SELF-DEVELOPMENT, WORKSHOP, CLASSROOM-TRAINING, PLATFORM FOR TEACHERS

### Abstract

**E**ducation is a never-ending process. It doesn't stop after earning a degree and starting a career. Through continuing education, career-minded individuals can constantly improve their skills and become more proficient at their jobs. In the field of teacher education, it is particularly important for teacher education institute to encourage student teachers to pursue professional development,

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not only to ensure the best learning outcomes for their students but also to be more effective and satisfied in various other aspects of their work.

## **Teachers Learn Better Ways to Teach**

When educators discover new teaching strategies through professional development, they are able to go back to the classroom and make changes to their lecture styles and curricula to better suit the needs of their students. However, these changes are hard to evaluate because they are typically implemented gradually. Self-development for student teachers makes them more efficient in their presentations and course evaluations by exposing educators to new delivery methods, evaluation styles and record-keeping strategies.

## **Educational Leadership**

Teachers Develop Better Organization and Planning Skills.

In addition to the hours spent presenting in the classroom, much of teachers' time is spent on student evaluations, curriculum development and other paperwork. Self-development training can help teachers to become better at planning their time and staying organized. This ultimately makes teachers more efficient and gives them extra time to focus on students rather than the paperwork. Self-development (PD) in education or educational consulting refers to a wide variety of advanced professional learning, specialized training, or formal education that intends to help teachers, educators, and administrators improve their skills, knowledge, and effectiveness.

## **The Importance of Self-Development**

Self-development keeps teachers and administrators up to date on new curriculum resources, new findings on how children learn, and new technological tools for the classroom. PD in education is important because what teachers do in the classroom has a big impact on student learning.

By means of professional development, teachers and administrators can improve their skills, thus becoming more proficient at their jobs. School administrators must realize the benefits of further education and encourage the teachers to pursue self-development to attain the best learning outcomes for students. The following are the benefits and importance of self-development in education.

## **Quality Education is Everything Today!**

While the education industry is blooming, Teacher Development has become the need of the hour. Access to technology and tools has taken over a large part of the education system in India today. Therefore, students and parents have a plethora of information at the tip of their fingers. But something that everybody needs is a Guide, a Guru, a teacher. While Teaching is an on-going activity, it needs to be refreshed, developed and trained with the changing times and technology. This is where Professional Teacher Development comes into the picture. What Exactly is Teacher Development?

Professional Teacher Development can be defined as an activity that enhances and empowers an individual's knowledge, skills and expertise as a teacher. Teacher Development is an entire process in itself that involves learning, upskilling and evolving

as a teacher. It provides adequate training to a teacher to be able to match the growing needs of students and parents in the classroom and beyond.

## **Customized Teacher Training Workshops**

These types of workshops should be conducted on a periodic basis. These workshops are customized based on primary, secondary, and high school teachers. Such workshops are conducted by industry professionals and expert trainers/coaches who address the specific needs of the school, students, and parents. These workshops also introduce and explain about any new updates in the industry along with its social and academic competencies. Key areas during this workshop include:

- ❖ **Advancements in Curriculum:** These customized workshops make teachers aware of the advancements in the curriculum, update in the syllabus, changes in the exam pattern, and so on.
- ❖ **Integrating Technology with Learning:** All changes are not on a board level. Sometimes advancements start with the type of learning. Since Technology plays an important role in our lives, integrating technology with learning is the latest and trending method of teaching in classrooms. These workshops train teachers to get comfortable with using technology while teaching. Gone are the days where reports, project work and assignments were submitted on paper, they are now made on presentations and SlideShare. Making use of technology in the classroom is a smart way of teaching and learning.

## **Leadership Development Sessions**

These sessions are conducted in every quarter

depending upon the school and faculty's availability and need. Conducting Leadership Development sessions is one of the most effective ways to build leadership qualities in teachers and train them to become educational leaders over the years. Such workshops focus on building a sense of responsibility in Teachers that reflect the values of the school. Key areas during this workshop include:

**Take ownership:** In these workshops, teachers are taught and encouraged to take ownership of their work. They are made aware of the fact that their job is not just a 11-5 teaching job where they need to complete their syllabus, it is a job of creating the future, nurturing leaders of tomorrow. Taking ownership of their work is one of the most critical qualities that this workshop focuses on.

**Building a Sense of Accountability:** Similarly, a teacher is not just accountable for her class or subject, a teacher is accountable for integrating rich values of the school and curriculum into each student's life. These workshops build that sense of accountability in teachers with different activities during the Leadership Development session.

**Become a Lifelong Learner:** Completing B.Ed or M.Ed. does not mean that your learning as a teacher is over. Teaching is an on-going activity and learning must never stop. Every day we learn something new, it may be related to the subject or outside that. This workshop inculcates the knack of learning and being active during sessions to adapt new qualities in order to become a lifelong learner.



## Implementing in-Classroom Training

This is one of the most effective types of Teacher Development. What better way to learn that experience? This type of learning is first done in a group session followed by practical training. Teachers learn new techniques and methods of teaching and implement them in the classroom. Key areas during this workshop include:

- ❖ **Subject Enhancement & Management:** This helps teachers with the latest developments related to their subject and implement the same in their classrooms. For example, a math teacher can use upcoming technology to make learning fun in the classroom. There are so many tools like; Globatoria, Geometry Pad, Math Playground, Dragon Box, etc. This way the math change makes learning fun in the classroom. Some tools also make it easier for teachers to plan their lessons according to the sessions.
- ❖ **Classroom Management:** These training sessions enable teachers to maintain a healthy and productive classroom environment.

## Holistic Development Sessions

Overall development is extremely important for everybody. May it be a student or a teacher. A holistic approach to learning and development is a must in every school today. Apart from just subject matter knowledge, in this type of session, teachers are motivated to look at the overall development of a student. Teachers are taught to be active-listeners and first-level identifiers of any issue or problem within the classroom. Key areas during this workshop include:

- ❖ **Focus on Counseling:** Teachers are the go-to person for students. It is important to have fair knowledge about how to approach a troubled student or how to start a conversation with them on a one-on-one basis. Students look up to teachers for guidance. It could be emotional guidance or career guidance. As a teacher, one needs to be skilled to guide students towards the right career path. These workshops encourage teachers to take up courses that will add value to their CV and also help them implement these in the classroom.
- ❖ **Focus Beyond Academics:** Well, guidance cannot be limited to a teacher's experience or knowledge, right? A teacher needs to know beyond her subject and needs to be aware about the industry to be able to provide the right kind of guidance.

## Self-Development Community

Teacher Development has different stages. This kind of workshop is more like a community networking for teachers who have been involved in upskilling themselves from time to time. The self-development community is more of a networking platform for teachers to collaborate and have peer to peer interactions.

This accelerates learning from each other and implementing new ideas and methods of teaching. Many schools and teacher education institutes have their own teacher development groups. These teachers are trained and actively involved in other major activities of the school along with just teaching subject related matters.

## Conclusion

The process of self-development begins prior to any actual steps in the development of skills, talents, or competencies. It begins with self-awareness and self-discovery. You first must find out where you are in order to move on from there. Self-discovery gives you insightful understanding of your personality, values, tendencies, and beliefs. It also gives you insight into what you want to do or the person you want to become.

After you discover who you are and where you are headed, you begin the actual steps in the improvement process by assessing your current skills, talents, and competencies.

Along with teaching one must not stop learning: upskills yourself today and try to become a perfect teacher.

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# 64.

## Personal Identity: Its Nature and Status

Dipika Macwan\*

### Abstract

Language analysis is a good and probably vital instrument in the elucidation of social science ideas with deep roots in daily speech. What is the value of facts regarding our persistence? What difference does it make if you or someone else who is similar to you continues to exist in your place? ‘Personal identity’ usually refers to properties to which we feel a special sense of attachment or ownership. To have an “identity crisis” is to become unsure of what one’s most characteristic properties are. This “personal identity” contrasts with ethnic or national identity,

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which consists roughly of the group or nation one takes oneself to belong to. Adolescence is a crisis that each human being face in the world. Each one try its own way to find out the Identity such as Who am I? What is the meaning of life? Why Am I here on the earth?

**Keywords:** Identity, Person, Self, Sense, Social, Personal, Problem

# 65.

## Language Identity Crises

Gamit Mahendra\*

### Abstract

Language is such a power concept because it has the ability to completely shape one's personal identity. The usage of words and phrases significantly impacts individual's thoughts and character and personal identity. Language is an extremely powerful tool that aids in building new relationships and experiences. Language does not just include words and phrases. Rather, presentation and posture. Body language also helps other people in the society identify an individual from others. Language is a key for everyone, a key that would aid in conforming to new society and new people. Today many people face this identity crisis of language. One of the major

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elements of language that Initiates the development of self identity would be the dialect. Dialect usually involves forms or accents that help identity a certain ethnic, religious , or social groups.

**Keywords-** Personal identity, new relationships, Dialect, social groups.

# 66.

## **Identity Crisis:** Character Analysis of the Characters of Mahabharata

Narendra Joshi\*

### **Introduction**

**W**hat your purpose is? What your values are? If you are battling with these questions in your life then you are struggling with identity crisis. There would be several reasons for identity crisis such as divorce, experience of traumatic events, loss of your loved one, loss of your job, bitter roots of society or health issues. There isn't any doubt that person can be broken or puts a full stop at his/her life if s/he has issues of identity crisis. Taking this kind of rigorous decision would be the last stage of identity crisis. Youth of any nations are leaving no stone to

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untuned to end up their life instead of battling from this kind of situation. The purpose of my paper is to blow strength among youth who are struggling with identity crisis because they have the issues mostly.

The mirror reflects the person's image but does not reflect the psychological struggle of a person, especially question, 'WHO AM I?' On the pages of identity crisis, there are many characters, stories and philosophies who are bawling with their struggle. I have portrayed two larger than life characters from the Mahabharata who will lead the readers toward the new beam of lights on the lane identity crisis. Person's life becomes a riddle. The same kind of questions occurred with these two characters, namely Karna and Krishna. The birth place of these characters would be mystery for their contemporary people but their characters carved the history.

According to the father of identity crisis, Erikson believed that identity is an important part in teenage. His believes can be observed among teenagers and youth. He (Erikson) further said that identity crisis is a developmental event that involves a person questioning their sense of self or place in the world. Youth are struggling from identity crisis. The global pandemic, COVID 19 has played the key role to rise questions of self-doubts. During the corona waves many young or rather teenagers washed their hands by losing the bread-winners (a person who earns money for the family) of family. There are many children who walked on the wrong path and faced the brutal side of jail. Identity crisis was not just brutal with contemporary youth but the traces of identity crisis had been seen in ancient time. Youth of the past had also faced identity crisis. They had crisis of cast, birth, place, parenthood

and financial crisis.

A real side of education is to bring affirmative change in the society and through this paper the presenter has tried to convey the message among youth about how to overcome from the problems of identity crisis by portraying two mythological characters, Karna and Krishna.

Before going in-depth about the characters of **The Mahabharata**. It is essential to understand the meaning of identity crisis.

## **Defining Identity and Identity Crisis**

“Identity means the qualities, beliefs, etc., that make a particular person or group different from others.”- **Merriam Webster**.

“A period of uncertainty and confusion in which a person’s sense of identity becomes insecure, typically due to a change in their expected aims or role in society.”

“Identity crisis means a feeling of unhappiness and confusion caused by not being sure about what type of person you really are or what the true purpose of your life is.”- - **Merriam Webster**.

Identity crisis is burning topic of today especially among youth. Youth of the nation is suffering from stress, pressure anxiety and loneliness in materialistic life. In ancient time youth was not untouched with identity crisis. Characters of Karna and Krishna tasted the bitter roots of identity crisis but they sort out the crisis and became an example for the society.

## **Identity Crisis: Comparison Between the Characters of Karna and Krishna**

Identity crisis and their reflection cannot be penned within one paper, article or blog. I have tried to cover crises which are based on cast and profession etc. Characters of Karna and Krishna had the same issue regarding birth place, migration and reflections of it. The struggle of their life was a beautiful example for people who are struggling with dark sides of identity crisis.

We know the riddle of Karna's birth and how he fought till his last breath against the issues of identity crisis. He was son of God Sun and Kunti (Yadav-Kshatriyani). She chanted the mantra and as result she got Karna. He had been treated as Sut (a person who belongs from lower strata) as he brought up in the family of Sut. He struggled a lot in order to prove his identity during his journey of life. He requested to Guru Drauna for educating where he was neglected by abusing with stigma of cast. Even though he born in Kshatriya's family he struggled to get equal identity. He went to gain knowledge from God Parshuram. The irony of destiny was cruel as he had to prove that he was a Brahmin. He poured his devotion towards his Guru but on the tag of cast, he got curse. Karna revealed the truth that his identity was not a Brahmin and he, himself was unaware from his real identity that he was Kshatriya. During the svayamvar of Draupadi he was insulted on his phony identity, Sut. Friendly battle of Pandvasa and Kauravs were going on when he stepped into the game the entire mass of Hastinapur pierced his heart on the tag of his identity.

Karna's entire life was spoiled in order to identify WHO AM I? and AM I ON THE PATH OF DHARMA? Psychologically he was on his knee and every day of his life was not less than death. He fought many wars but in search of his own identity he was defeated by his own decision. Crisis of identity is not in the hands of human but how we live our life, its up to us. Instead of moaning on his own identity if he would give his life to people like him, who belongs of lower strata, he could change life of many people. Character of Karna taught us that identity crisis tag lower strata is not in our hand but how do we deal with it? Are we thinking about society or humanity? Ponder over these visions.

The person who was born in the jail but his work was to give freedom from the cycle of birth and death, (moxa) Krishna Vasudev Yadav. People called him God but if we discern his character as a human being then his life is not less than encyclopedia of learning characters, values and skills and what not? As I have penned just before a few lines that he took birth in jail but brought up at Nandji's house. Some people called him CHARVAHA (shepherd). When he realized about the fact of his identity, he decided to take stand against injustice, unfortunately it was done by his uncle, Kansh. His wife, Satyabhama called him robber of her father's diamond. His brother, Balram blamed him for the death of an innocent Shadhanva's death. A few people know this that he was like king but not actual a king and this credit goes to identity of being Kshatriyas. People of Dwarka accepted him because of his KARMA. He had always a Sword of Damocles because of his identity. He had spent almost his life in Mathura, Vrundavan and Dwarka. Radha, his true love, could not do marriage with him. All the toughest incidents occurred in his life which could be responsible for rising identity crisis in any person's

life. He had proved his identity by conquering the situation smoothly. He did not feel to prove his identity in front of anyone till he enlightened Arjuna. There were several incidences occurred in his life which can shake confidence, passion and interest of living life.

Incidents which can be responsible for identity crisis were happened in his life but he did not give up and today known as God. If we peep out side of this boundary that he is God, all jaw-dropping identity crisis occurred in his life.

Gyanvatsal Swami (saint of BAPS): “Mark my words, divorce, a huge accident, loss your dear and near one such problems will encounter once with everyone.”

## Conclusion

The current scenario in youth is to get rid of from problems rather than accepting it's as challenge or opportunities. Filters of identity crisis can be observed in many junctures of life. On the one hand youth played pivotal role in the development of the nation on the other hand huge part of youth sunk themselves into their problems due to their identity of caste, heir, financial crises and marriage. Many riots occur and brutal encounters are part of youth on the tag of identity. Youth should bring affirmative changes in the society but they walked on the path of crime by using tag of crisis. Politicians misguide youth on the tag of cast and lead them towards wrong direction.

Identity crisis cannot be controlled by human being but dealing with it or rather by turning the table we can enjoy our life. It is completely based on our perception. Karna and Krishna were the contemporary characters each other, birth history of their lives was

tentatively mystery for the society of that time, crises and situation were rough for them but the way they took the situation and constructed a huge different path between both characters.

Today youth give up their life easily when they are juggling between identity crisis and opportunities of life. These characters set the examples to overcome from identity crisis rather than living life with pain. By brushing up the character of Karna I am sending a message to youth, accept the situation of identity crisis, does not matter behind which archery it comes to shoot arrows of your success.

Pouring the character of Krishna I am suggesting to youth that accept your tag of identity crisis as Krishna accepted, CHARVAHA and walk ahead to conquer further summits. I am going to read a few lines of my favorite prayer which motivates me a lot that human beings are sculpturer of their own destiny.

In a nutshell, identity crisis can be occurred because of God or destiny but how do we deal with it? It will be completely based on us. If things happen as per your wish that is good but if it may not, then it happens according to wish of some divine force.

# 67.

## Impact of Social Media on Construction of Self-Identity

Vipulkumar Shah\*

### Introduction

**S**ocial media platforms are increasingly important in our lives because they are the places where we “display” our life experiences. They also reflect the various dimensions pertaining to our position in virtual and material social life. Both of these factors enable people to play certain roles in the social sphere. Social networks are gaining more and more importance in today’s world and have a profound effect on society just like traditional media. Social media enables the expression, research and experimentation of identity; Something natural for

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the human experience. They are real-life agencies that provide a source of names for a variety of fields, inspiring Internet communities and the interactions they create within themselves. Understanding the objectives of agencies is essential to gaining an understanding of group interactions on social platforms. Competent individuals present themselves to others and help them connect and communicate with people as well as determine the way they want to understand and participate in the activities they want. There are many ways to connect with others by communicating online: Individuals may or may not use their real name and may open as many accounts as they wish.

This study explores the practical aspects of identity building related to virtual communities and social media issues. It also analyzes the possible reasons why individuals feel the need to create a virtual identity for themselves as well as the “spiral of conversion”, i.e. the creation period to reach real life beyond the Internet. The study also aims to focus on the virtual communities that appear in social networks when their social and cultural qualities and values are questioned.

## **Self-Identity**

The concept of self-identity significantly added to the predictability of intentions, upward and downward tendencies, subjective norms and perceived behavioral control. Maintaining self-identity is important because it strengthens your character. That is, when we know who we are, have faith in ourselves and are able to recognize our strengths, we will emerge as stronger individuals. Second, it sets us apart and sets us apart.



## Definitions of Self-Identity

- ❖ Self-identity is the awareness of one's unique identity.
- ❖ Awareness of and identification with oneself as a separate individual.
- ❖ Oneness of thing with itself.
- ❖ Awareness of one's individual identity.
- ❖ The identity of a thing with itself.

## The Concept of Social Media and Social Networks

Offers structural advantages and advanced applications of new communication technologies environment of independence and easy content customization. There is quite a contradiction in between traditional media presents the audience with a style of compulsory use and a sense of restraint and a sense of comfort and freedom presented to the new media audience. As a result of the interaction between technical infrastructure and communication concepts, information is easily disseminated across large communities; currently, people can access necessary information that will be experienced with traditional communication without delay systems. Modern communication systems are quantitatively and qualitatively similar. Watching TV on a portable device or surfing online on a fixed TV at home is mostly done regular, however, integration of new communication systems with one another performs communication processes and enables communication in light of individual need and desires.

The word “new” used in new communication technologies is chosen because it contains went through a transformation. When the word “new” is

evaluated in the context of a conversation systems, the newly generated system benefits from the previous system. The fact that the new communication systems establish communication and interaction in a way that can be optional the former communication system is the basis of communication technologies of our age.

Media presents a virtual framework for all individuals within the community who live and bring within this structure is at the forefront of the settlement. In other words, it makes an impact there is no chance of creating an item within the area that does not appear in the media his presence was felt. The social communication platform is one of the most popular platforms today important issues due to the fact that users share their opinions, feelings and thoughts without any censorship or restraint has to be practiced and within which the content is created by the users. Therefore, both organizations and non-professional users look for people who are normal feelings, thoughts and opinions by sharing on social media platforms, being an active force by building communities with like-minded users.

## **Virtual Socialization**

It is possible to attribute effective communication to the group, the nature of the rest part of the group. In this framework, people complete their socialization tasks when they do actions such as confirming known items, liking or disliking a post, and commenting react to them and other comments. The most selected action is likely to be uploaded interesting photographs or videos that others may not know when viewing new media viewership TV and other viewers have quickly taken their place.

People's need to look at each other has shifted to what other people are doing instead of reading signs, advertisements, posters or other people's mobile phones newspapers in other words, now everyone is under surveillance. Consider that you are traveling together always check to see if the audience is playing a game, texting or watching movies during the bus journey or on the tramway or even while getting off. In addition, what an observation other cause changes in attitudes, opinions and behavior. So, the same audiences find social network messages more appealing than traditional media.

Virtual environments are rapidly being used in both commercial and educational fields extensive Nowadays, educational application has become popular, partly by distance education used by universities. Free from the pressures arising from the super-ego, users can express yourself freely on virtual platforms. Users who gather through virtual platforms escape share their roles and freely. Virtual communities that exist primarily against the physical world are online communities that do some but not all of their activities offline have disadvantages. There is little in the way of what is currently being promoted in the network or in network technology commitment There are few "no exit" relationships in cyberspace, and the term "net surfing" aptly describes the depth of many online activities. In a virtual environment, the user can establish interactions with other users which they do not knowing without using his / her identity or by hiding or changing his / her gender or social status. Communication processes in virtual environments are carried out using imaginary profiles.

## Overview of Social Media and Virtual Identity

Digital identity is the standard of approach that is mixed with technology. Digital identity involves display ethical and appropriate attitudes when using and receiving information about the electronic environment using an electronic environment. Digital identity should create an impression that can criticize, think about ethical consequences the first, conducted in an interactive environment, can establish ethical interaction, and does do not abuse informatics, virtual environment and social media when using electronic interaction tools and environments. Users with digital identities are expected to act ethically and collaboratively when establishing interactions in a virtual platform. To clarify digital identity, it is helpful to present its dimensions.

The parameters of digital trade and communication are intended to provide competency and technology. Infrastructure for conducting business activities in a virtual environment. Digital communication added a new dimension to communication processes and highlights the importance of no interactive atmosphere. Digital communication methods such as electronic mail, mobile communication instruments, and instant messaging systems have added a new dimension to personal and community interaction. In today's technological world, digital literacy is as important as media literacy previous eras. Accordingly, the use of technology involved in activities such as conducting research on a subject, learning and teaching has become a duty, not a choice. Both people and commercial and non-commercial organizations have become aware of the importance of using technology learning and teaching processes.

To refer to the concept of digital ethics; Users should not ignore the fact that the trend. There is also an electronic standard in transactions presented or executed in an Internet environment. This should not be the case despite the attitude of internet and social media virtual users intended to harm the rights and interests of others. Harming the rights and interests of others virtual environments usually manifest as bullying or defamation and similar cases. When it comes to building and acquiring digital identities, digital identities are certificates users in a context. They confirm and allow the recipient to verify that the e-mail was actually sent by you Like identity cards used in everyday life, digital identity is also used to introduce oneself. Other digital identities prevent another user from replacing and acting as this person, establish communication and interaction on behalf of this person.

In today's world of social media, there are concepts like digital tagging and social bookmarking. Gained importance. Tagging is used for both real and digital applications. Provides digital tagging provides information about the content and link to a specific user, web site or location related to visual or other types of media sharing. Digital tagging is used to determine which users contains information about shared image or shared image or content.

## **Conclusion**

Social media has become a widely discussed media form, albeit a simple one, as users can share their opinions, feelings and thoughts without imposing self-censorship. And because its content is primarily created by users. The question is whether social the

media, which has been strengthened by its impact on the masses, reaches out to various sections society. Both organizational structures and non-professional users look for people who have sharing common feelings, thoughts and opinions with yourself by sharing on social media turns into an active force by creating platforms and communities with like-minded users.

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# 68.

## Role of Identity Development in Design Problem

Shikhadevi Avinashchandra Shukla\*

### Abstract

**T**his study focuses on challenges students face in learning through problem-based activities, in UK higher education in design for sustainability. Social theories of learning indicate the highly significant but possibly problematic nature of such social contexts for learning, a view underlined by psychological perspectives on potentially significant aspects of the learning process. In particular, the relevant development of identity is considered to play a centrally important role in learning, including in building expertise in tackling complex design problems.

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A key aspect of identity theory concerns the properties of self-evaluation during meaningful activities, and this suggests an important emphasis in examining the ability of specific educational programmes to enable successful independent learning. Investigating the role of identity, in relation to success in learning through design project work, is potentially of central importance in increasing the relevance and effectiveness of design education programmes. This paper presents the results of a study focusing on problem-based learning during the final project component of an undergraduate taught design module. Working with small tutorial groups during classroom-based activities, their developing responses to externally set design briefs were investigated primarily through the analysis of tutorial discussions relating to the production of project work.

**Keywords:** Psychological Perspective, Learning Process, Social theory of learning, Self-evaluation.



# 69.

## Identity Development: Process and Important-1

Patel Radhaben Anilbhai\*

### Abstract

The process of developing an identity begins with the infant's discovery of self, continues throughout childhood, and becomes the focus of adolescence. Erik Erikson, a pioneer in the field of personality development, identified the goal of adolescence as achieving a coherent identity and avoiding identity confusion. Identity is multidimensional and may include physical and sexual identity, occupational goals, religious beliefs, and ethnic background. Adolescents explore these dimensions, and usually make commitments to aspects of their identity as they move into early adulthood.

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Periodically, adults may re evaluate and alter certain aspects of their identity as life circumstances change.

The physical changes associated with puberty initiate adolescents' exploration of their physical and sexual identity. For females, an important component of their identity and worth is related to their physical appearance. The changes in the male body may not be as important as their timing. Early maturing males have advantages in athletics, hold more leadership roles in school, and are viewed more positively by peers and adults. The effects of timing for females are not as clear and may be less important in their development.

**Keywords:** Development, Adolescence, sexual identity, Childhood, Social Changes, Cognitive.

# 70.

## Identity Development: Process and Important-2

Patel Radhaben Anilbhai\*

### Abstract

The process of developing an identity begins with the infant's discovery of self, continues throughout childhood, and becomes the focus of adolescence. Erik Erikson, a pioneer in the field of personality development, identified the goal of adolescence as achieving a coherent identity and avoiding identity confusion. Identity is multidimensional and may include physical and sexual identity, occupational goals, religious beliefs, and ethnic background. Adolescents explore these dimensions, and usually make commitments to aspects of their identity as they move into early adulthood.

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**Keywords:** Development, Adolescence, sexual identity, Childhood, Social Changes, Cognitive.

# 71.

## Role of Mother Tongue in Teaching English as Second Language

Bhavini S. Hathila\*

### Introduction

It is through language that we communicate with the world, define our identity, express our history and culture, learn, protect our human rights and participate in all aspects of society, except name. Through language, people preserve the history, customs and traditions of their community, memory, unique ways of thinking, meaning and expression. They also use it to build their future. Language is key in the areas of human rights protection, good governance, peace building, reconciliation and

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sustainable development. The right of an individual to use the language of his or her choice is a prerequisite for freedom of thought, opinion and expression, access to education and information, employment, building an inclusive society and other values enshrined in the Universal Declaration of Human Rights.

Many of us believe that we can run our life in our mother tongue without any hindrance or prejudice. But this is not the case for everyone. Of the nearly 7,000 current languages, most have been created and spoken by indigenous peoples who represent much of the world's cultural diversity. Yet many of these languages are disappearing at an alarming rate as their speaking communities face assimilation, forced migration, educational disadvantages, poverty, illiteracy, migration and other forms of discrimination and human rights violations. Given the complex systems of knowledge and culture developed and accumulated by these indigenous languages over thousands of years, their disappearance is tantamount to losing a kind of cultural treasure. It will deprive us of the rich diversity they add to our world and the environmental, economic and socio-cultural contributions they make.

The role of mother tongue in second language education has been the subject of much debate and controversy. Most teachers feel that mother tongue should be used sparingly and feel guilty if they use it too much. When they are challenged they find it difficult to say why. Against the use of mother tongue, the general assumption is that English should be learned through English, just as you learn your mother tongue using your mother tongue. But the idea that the learner should learn English like the original speaker, or try to 'think in English' is an inappropriate and unattainable

idea. The influence of mother tongue in teaching and learning English proves to be both positive and negative. This paper seeks to understand mother tongue's role in teaching and learning English and also reports on various methods, classroom management and some activities that can help them learn English.

## **What is Mother Tongue?**

The mother tongue is defined as the first language a person learns and the language used in that person's hometown. 'Mother tongue' is a metaphorical word. In this metaphor, the language is seen to come from your primary caregiver, the person who cared for you the most when you were young and traditionally these were the mothers. So, this is probably the starting point, the starting point, the metaphorical phrase, the mother tongue. The mother tongue, the original or first language, is that which a person has learned from birth or at a crucial period, where the ability to acquire language is biologically linked to age, and thus becomes the basis of social identity and the medium of learning. In school and society.

## **Significance of Mother Tongue in Childs Life**

The mother tongue is the language that the baby hears after birth and helps shape our feelings and thoughts. Learning in the mother tongue is also important for learning other complex thinking skills, learning another language and improving literacy skills. The mother tongue develops the child's personal, social and cultural identity. The use of mother tongue helps the child to develop their critical thinking and literacy skills. Research has shown that children learning in their mother tongue adopt a better understanding of

the curriculum.

It is also known that the Strong Mother Tongue Foundation equips children with the skills needed to learn additional languages, allowing them to transfer their understanding of language structure into many new languages. When children learn their first language an intuitive understanding of grammar develops that can easily be passed on to other languages.

With multilingualism becoming an increasingly sought-after feature within the workplace, this benefit cannot be overstated; Globalization and the growing cooperation between nations has meant that, in many organizations, it has become necessary to have language skills in addition to being an expert in a particular field.

Language and mother tongue also play a big role in the development of personal, social and cultural identity. Children with a strong foundation in their first language often display themselves and their place in society with a deep understanding, well-being and a growth of confidence. Naturally, this flows into every aspect of his life, including his academic achievements.

## **Advantages of Mother Tongue in Education**

There are several benefits to learning a child in his or her mother tongue in the classroom:

- ❖ The mother tongue makes it easier for children to learn and learn other languages.
- ❖ The mother tongue develops the child's personal, social and cultural identity.
- ❖ The use of mother tongue helps the child to develop their critical thinking and literacy skills.



- ❖ Research has shown that children learning in their mother tongue adopt a better understanding of the curriculum.
- ❖ There is no need to re-teach the skills learned in the mother tongue when the child is transferred to another language.
- ❖ Children learning in their mother tongue enjoy school more and learn faster because they feel comfortable in their environment.
- ❖ Children who learn in their mother tongue have higher self-esteem.
- ❖ Parents increase the child's interaction as parents can help with homework.
- ❖ Studies show that children who benefit from learning through multilingualism enjoy higher socioeconomic status and earn more.

## **Mother Tongues Influence on Second Language**

Fluency and literacy in the mother tongue can lead to transfer of skills in another language. Therefore, the more literate a student is in his / her first language, the easier it is for the student to transfer skills from one language to another with proper support and instruction. A new study is exploring how a person's native language can influence the way the brain processes audible words in another language. The mother tongue is the language that the baby hears after birth and helps shape our feelings and thoughts. Learning in the mother tongue is also important for learning other complex thinking skills, learning another language and improving literacy skills. Language is a tool used to express a person's thoughts, feelings and needs. A mother tongue is a language that everyone has acquired from birth. When learning or

speaking a foreign language or target language, the learner has to face the influence of the mother tongue. The influence of the mother tongue is something that affects a person's thought process in the sense that he thinks in his mother tongue and expresses it in English or another language.

People use the wrong pronunciation of words when communicating in English because they are influenced by the sound pattern of their mother tongue. The second language learner has an unconscious choice to deliver his or her customs from the first language to the target language. The influence of the mother tongue has become an important area and is commonly referred to as 'language intervention'. Every language learner faces this problem. Students, at times, use words from their mother tongue when communicating in English. This paper talks about the difficulties faced by second language learners and the reasons for the influence of the first language. This paper seeks out ways to avoid excessive influence of the mother tongue and gives students some ideas for developing their second language skills.

### **Why Should we Teach in Mother Tongue?**

- ❖ In this way mother tongue education leads to better cognitive and educational development. Our students may also have more time to focus on learning English.
- ❖ Nevertheless, the government fully appreciates that some schools are working successfully with English medium education and have achieved good results. These schools can continue teaching in English if they wish to do so and are satisfied with it.

- ❖ There is a consensus among the education sector that ED should continue to work with schools and related institutions to promote mother tongue education as well as enhance the language proficiency of our students.
- ❖ ED will continue to do everything possible to help schools upgrade the standard of language teaching and learning.
- ❖ How to use mother tongue in Classroom
- ❖ Give instructions in English, but repeat in your mother tongue. After a while, you can instruct in English and ask the children to speak in their mother tongue, so that you know that they have understood.
- ❖ Give instructions in English, but try to use as many gestures as possible to clarify the meaning. In craft activities, for example, children can hear instruction in English and see what it means.
- ❖ Give instructions in English, but give the children time to “process” the language before you give another instruction. Giving children time between statements improves understanding, not speaking more slowly.
- ❖ Only use the mother tongue at certain times. For example, when you are previewing or when you are helping children to understand something new.
- ❖ Try using the same language over and over again. The “Language of the Classroom” section provides examples in the education notes for each unit.
- ❖ Teach children the meaning of classroom language that you will use a lot.
- ❖ Teach children some phrases they can use.

## Conclusion

On the one hand there are teachers who reject the use of L1 or fail to identify any significant potential in it and on the other hand, there are teachers who overuse it. Both are abusing resources of great importance. My opinion involves using the target language as a medium of instruction whenever possible and switching to the mother tongue when it is really needed. The use of mother tongue should be consistent with effective target language learning, taking into account the learners' mother tongue and cultural background and using it to their best interests. Most importantly, we must remember that student errors are a valuable resource for the teacher, informing him or her about the interlingual status of his or her students. This is why it is so important to avoid negative marking, where the student simply learns that he will lose points if he makes a mistake.

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# 72.

## **A Study of Secondary School Teacher's Attitude about Teaching Learning Process as a Scope of Research**

Jigar.N.Vaidya\*

### **Abstract**

Teaching being a dynamic activity requires a favourable attitude and certain specific competencies from its practitioners. Teachers' proficiency depends on the attitude he/she possesses for the profession. The positive attitude helps teacher to develop a conducive learner friendly environment in the classroom. This also casts a fruitful effect on learning of the students. Attitude being a social construct is influenced by many factors like gender, social strata, age, stream of education and previous

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experience of the job. What bearing the gender and stream of education has on the attitude of student teachers towards teaching profession to throw light on this a study was conducted using a ready made tool. The objectives of the study were to explore the level of attitude towards teaching among secondary school teachers.

**Keywords** ????

# 73.

## Role of Values in Education for Self-Identity

Preeti Shrivastava\*

### Abstract

Self-image, self-concept, and self-identity is being foundational stones in the structure of one's self-esteem. To illustrate some of the confusion related to them, randomly selected definitions from the psychological literature are presented for the sake of comparison. The purpose of this paper is to attempt to reach a better the self-identity with develop the values. Self-identity refers to **a person's self-conception**, self-referent cognitions, or self-definition that people apply to themselves as a consequence of the structural role positions he or she occupies or a particular behavior he or she engages in regularly.

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Values are individual beliefs that motivate people to act one way or another. They serve as a guide for human behaviour. Some values have intrinsic worth, such as **love, truth, and freedom**. Other values, such as ambition, responsibility, and courage, describe traits or behaviours that are instrumental as means to an end. with this paper researcher shows the role of values is really important for self identity.

**Keywords:** Values, Education and self-Identity

# 74.

## **Correlation Between Locus of Control, Emotional Intelligence, Adjustment and Academic Achievement of Adolescent Students**

Archana K. Thakare\*

Pankaj Wamanrao Matte\*\*

### **Abstract**

**T**his research give more emphasis on the study of correlation between locus of control, emotional intelligence, adjustment and academic achievement of adolescent student. From the point of view of junior college students, this research is very important. We often find that students of Junior College faces various problems. These problem promote them to think and take good decisions. The

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roots of the processes of decision making is in locus of control. Being students of 21st century, these students has to face a series of competition. This leads to emotional problems. It will not be wrong if we say today's generation is facing critical emotional problems regarding their education. There is a great need of solving these emotional problems. Proper guidance can enable them to use emotional intelligence significantly to solve these problems. Everybody needs to adjust with the situation in his own life. This study is focused on the behaviour of adjustment that is found in the students of Junior College. Adjustment help student to solve problems in future. That's why I have included the variable of locus of control, emotional intelligence and adjustment in this study. These variables can affect academic achievement. Hence I have studied these variables through this research.

**Keywords** :- Locus of control, Emotional Intelligence, Adjustment and Academic Achievement, Adolescent

# 75.

## Role of Music for the Identity and Quality in General Education

Partha Dey\*

### Introduction

“The world speaks to me in pictures, my soul answers in music.” as Rabindranath Tagore says.<sup>1</sup> Indeed music awakes our soul. It is the lingua franca with all around us. Music relieves our soul from monotony. It has a soothing effect on our body and mind. Not only human beings, but also other animals respond to music. A melodious sound can cure physical and mental ailments. It is a proven fact. Music has

1. *“The English Writings of Rabindranath Tagore” (Vol.2: Poems), Rabindranath Tagore (Author), Mohit K. Ray (Intr.), Published by Atlantic Publishers & Distributors (p) Ltd, 2007, Page No-454.*

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a positive effect on everybody-----office workers, day labourers, businessmen and who are not. We have seen a mother making her baby asleep simply by a lullaby that is nothing but a music. The students are also not exception.

Education is the manifestation of perfection already in one. So, the students should get education to make them perfect. The sole aim of education is to express oneself in a proper way. It is said that a disturbed mind is the root of all problems. We know that merely gathering of information is not education. From the time immemorial all over the world all the civilized countries have given importance on mental education or say mental culture in education. Now general education in schools and colleges are meant to gather knowledge which depends directly on one's mental state. Man has the need both physical food and mental food. Without mental food, a man loses his creativity and this creativity creates an inner joy. A student can do the best when he learns his lessons with joy. Here lies the importance of music. If a student has music as one of his subjects, his performances must be well done.

In this modern age Rabindranath Tagore thought first the good relation between music and general education. He says, we have two types of food. In physical hunger-fulfilment we are like the beasts and in the hunger of ambrosia, we are gods and goddesses. Music is one of the forms of ambrosia.<sup>2</sup>

Music helps the learners in general education to achieve their results more satisfactorily. Music is one of the best means for the differently abled human

2. "SangeetChinta", Rabindranath Tagore, Publishers Sri Ramkumar Mukhopadhyay Visva-Bharati Granthanibhag Kolkata-17, 1373(Bengali), Page No- 68.

beings to express their emotions and feelings. There is no gainsaying the fact that blind children possess a highly developed auditory perception as well as interest in and memory for sound. It is essential that blind children should be provided with as comprehensive and systematic a course in music as possible. Singing can assist the development of the speaking voice, which is an important means of communication for the blind, and instrumental playing and movement can be interesting forms of sensory motor-learning. Even in the education of the deaf, music has a definite contribution to make.<sup>3</sup> What is education or what is the real aim of education? Certainly it is not passing of some examinations and acquirement of certificates. Unfortunately the 21<sup>st</sup> century is laying all emphasis on information technology. But what is the use of information if it is not used to understand or to realise our essential nature. A student must know the purpose of education and music helps him or her get the meaning of his real existence. There are so many examples where we see that music helps one to improve his learning and actual growth.

A student, when he looks back to his heritage, he gets inspiration to go ahead. Without music a major part of his culture and heritage gets blocked. Thus, a student can build his personality with an understanding of what he ought to do and what he ought not to do.<sup>4</sup>

Aesthetic sense contributed by music has a great effect to build a student's character. He becomes disciplined, sober, more friendly and has the capability

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3. "Teaching Of Music", Gowri Kuppuswamy & M. Hariharan, Sterling Publishers Pvt Ltd. New Delhi-110016, 1978, Page No-7.

4. "Teaching Of Music", Gowri Kuppuswamy & M. Hariharan, Sterling Publishers Pvt Ltd. New Delhi-110016, 1978, Page No-8

to learn his lessons harmoniously with others. When a student becomes tired of doing his daily, routine work or home work, he gets relief from the pressure of his study materials by the help of music.

Music reaches deep down into the soul. It helps a student get his general education spontaneously and removes his boring attitude. It has been seen that the children learn more quickly through poems and music rather than from reading and writing. Music is an art and it is a discovery of one's within along with the development elementary principles of nature. So, music can not be detached from education. The great poet Rabindranath Tagore thought this idea. He believed that a sacred atmosphere created by music helps a student well in mental and physical upliftment.<sup>5</sup> Music must be introduced in general education from the pre primary stage to the higher study and there must be a cordial relation between the conventional education and music.

To tell about music Shakespeare says, "The man that hath no music in himself, Nor is moved with concord of sweet sounds, Is fit for treasons, stratagems and spoils; The motions of his spirit are as dull as night. And his affections dark as Erebus; Let no such man be trusted."<sup>6</sup> As all fine arts do, music has a great contribution to an individual's mental and spiritual balance. According to Plato, music is indispensable to become a complete man. Students through music get the sense of values about life and its meaning. So, music in general education for the students of schools

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5. "Rabindra Sangeet", Santidev Ghosh, Publishers Kumkum Bhattacharya Visva-Bharati Granthanibhag Kolkata-17 1349 (Bengali), Page No- 6.

6. "The Merchant of Venice", William Shakespeare, Edited by Jay L. Halio, Oxford University press Inc, New York, 1993, Page No- 217.

and colleges should be introduced as a compulsory subject.

Rabindranath Tagore's Santiniketan is an excellent example of a musical environment surrounding an educational institute. Rabindranath wanted to mix up music with the general stream of education and work-life inside his institute. He composed unnumbered songs to create feelings of joys and sense of beauty through our habitual works. Those songs include prayer song, seasonal festive song, harvest song, plough song, tree plantation song and so on. Besides there are songs to commemorate birth, marriage or death of human lives. We can find no better instance of such ideals regarding musical environment of education and such successful efforts to realize the ideals.<sup>7</sup>

Almost all of us enjoy music. So, if it should be introduced in schools and colleges, it will not only be an enjoyable subject but also it will enrich student's lives and education. Music enriches the brain related to language and reasoning. The left side of the brain is better developed with music. Music enhances a mastery of memoritation which is very helpful for the students in their general education. It is music by which a student can uplift his work to sublime. Besides this, a sense of coordination and emotional development come spontaneously to a students. It is a established fact that the students can do mathe-matics more interestingly and more accurately while listening to a Rabindra Sangit or like that sort. The students who practise music increase their fine-tuned auditory skills. They have better auditory attention and can

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7. "GabeshanamulakSangitikPrabandhabali" Dr. Nikhilesh Chowdhury, Subarnorekha (73) Mahatma Gandhi Road Kolkata -700009, 2012, Page No-16.



collect a wanted sound from surrounding noise.

In the present century one crisis is observed and that is the lack of imagination. If music is introduced in the early childhood years, it can create a positive attitude in a student's mind in future. Thus, music builds imagination and intellectual curiosity. Students after doing their home work and several task, can relax by playing music. Musical education helps the students learn and enrich their potential. General music is considered a subject discipline that emphasizes the intellect as well as the development of sensitivity, creativity, and the ability to make aesthetic judgment. Music gives direction to our pattern of living, adds to man's communicative system, and gives meaning to his everyday life. A well-planned program of general music should be included in all school curricula.<sup>8</sup>

Considering all the good sides of music, the teachers must introduce music as a compulsory subject and an essential subject. In general music classes, the teachers must observe wheather a student is interested in real music or in instrumental music or some other instruments. Sometimes the students will have to be taken to listen to good musical programme. The teachers can also make the children listen to select records as listening exercises. The teachers must know that music has an intense appeal to the students. Music as a subject in school can lessen the number of drop outs. In the begining to teach a new song, it must be presented repeatadely and without any accompaniment. Another point is that the classrooms environment must be favourable for learning, music and musical instruments must be readily available.

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8. "Secondary School Music " Neal E. Glenn, William B. McBride & George H. Wilson, Prentice-Hall, INC.,Englewood Cliffs, New Jersey, 1970, Page No-105

Sometimes tests and evaluations should be educated to see the improvement of musical skills of students.

“The object of the study of music in school are then, firstly to develop and cultivate that liking for music which is learnt in the vast majority of children.”<sup>9</sup>  
 “Music is a vital factor in the lives of human beings. It has a soothing influence on the nervous system. Music should be studied for its own sake without any special end in view. It helps us to understand something of nature’s laws. The study of music is an essential part of a liberal education. It creates in the pupil a wider out look on life. The principle of cooperation is well inculcated in the minds of pupils in group singing, orchestra playing etc.”<sup>10</sup>

## Conclusion

We do not need a hard-hearted degree and certificate-oriented man. We want a student will grow into a man, a complete man, a man in true sense with an aesthetic sense. Music serves the purposes.

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# 76.

## **Role of Life Skills Education to Resolve Issues of Identity Crisis Among Adolescent**

**Pinal B Joshi\***

### **Abstract**

**T**he Life Skills Approach is one such approach that promises to contribute to the well-being of our young and empowers them to meet the many challenges of life. Early adolescence is generally defined as the period between 10 - 14 years. It is the time between childhood and adolescence. It is a distinctive developmental stage of life. Early adolescents are unique in terms of their intellectual, social, emotional and physical development and therefore it requires great care while planning programmes for them. With the life situation becoming more complex and

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challenging, there is a great need for the next generation to learn how to cope with change. Life Skills enable them to take on the challenges of life with confidence and courage. Acquisition of Life Skills by students enables them to deal effectively with life's adversities and stressful moments with a sense of calm.

**Keywords:** Life skill, Self Awareness, Adolescence

# 77.

## Higher Education: At the Cross Road

Prakash George\*

### Abstract

**W**ith better education we can build a better nation tomorrow which is a law-abiding citizen by proving the right instruction/ knowledge to the students of today. Today education is of a paramount to one student irrespective of which field/ subject he is studying but he is more interested in his higher studies. Along with other questions one should see that whether with the theoretical paper is there any practical/ field work provided to them so as to enhance his/her skills or his/her level of knowledge of what they have learned in the textbooks on the chosen

subject/ filed or not? Is there any workshop provided to them for knowing where they stand in their subject and how much do they know about their subject in depth? Transformation of book knowledge to practical knowledge is what the universities/ institutions is now required. And to impart the same to students who are enrolled with them. The universities and institutions have to be enough flexible to adopt the new techniques and skills that are available in the various field and the same should be imparted to the students. Teaching and developing new skills techniques that are required to do the work more efficiently and bringing the economics of the nation to a higher end and adding a societal value to region.

There should be proper infrastructure and well equipped technological advanced equipment's in the various colleges and institutions. Labs should be provided to do experiments works and dummy projects should be given to students to implement it so that they will learn how to implement their skill and techniques from what they have learned in the textbook. The mode of teaching should be student-teacher mode rather than a teacher mode only. Both the teacher and student should interact with each other so that a two-way communication system can be established between them and more importantly a repo can be created amongst them which in further will help them to give a quality education rather than a theoretical method of teaching.

**Keywords:** Pragmatic education, Technological education, Value added education and Advanced study module

# 78.

## **Cybercrime: Understanding Its Dimensions and Implications**

**Adelekun Isaac ABIODUN\***

**Mr. Luigi Pio Leonardo CAVALIERE\*\***

### **Abstract**

**T**he English dictionary puts cybercrime as criminal activities carried out by means of computer or the internet. Now, let's extend this definition to our understanding.

Cybercrime is defined as crimes committed on the internet using the computer as either a tool or a targeted victim. It is very difficult to classify crimes in general into distinct groups as many crimes evolve on a daily basis. Even in the real world, crimes like rape, murder

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or theft need not necessarily be separate. However, all cybercrimes involve both the computer and the person behind it as victims, it just depends on which of the two is the main target. Hence, the computer will be looked at as either a target or tool for simplicity's sake. For example, hacking involves attacking the computer's information and other resources. It is important to take note that overlapping occurs in many cases and it is impossible to have a perfect classification system.

**Keywords:** Cybercrime, Hacking, Preventing Cybercrime.

# 79.

## Examination of Employment Structure in the Turkish Insurance Sector

TÜRKİYE SİGORTA SEKTÖRÜNDE  
İSTİHDAM YAPISININ İNCELENMESİ

Dr. Akif ABDULLAH\*

### Abstract

One way of having information about the structure of the country's economies is to evaluate the structure of those employed in the sectors in that country. As the employment structure in each sector is different, this structure also changes in the insurance sector in Turkey. In Turkey which has a young population structure, the insurance sector has been improving in recent years and the examination of the employment structure of this sector is important

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for the evaluation of the labor force in the sector. The insurance sector is one of the major service sectors contributing to the country's economy. It constitutes an important employment area by its nature. However, in order to follow the structural changes in the sector, the employment factor needs to be examined more thoroughly. In our research, the age, education and gender of the employed persons in the insurance sector will be examined and the employment structure of the sector will be evaluated. Statistical data required for the research will be obtained from the website of the Turkish Statistical Institute.

**Keywords:** Insurance Sector, Employment, Turkey.

## ÖZET

Ülke ekonomilerinin yapısı hakkında bilgi sahibi olabilmenin bir yolu da o ülkedeki sektörlerde istihdam edilenlerin yapısının değerlendirilmesidir. Her bir sektördeki istihdam yapısı farklı olduğu gibi Türkiye'deki sigortacılık sektöründe de bu yapı değişmektedir. Genç bir nüfus yapısına sahip olan Türkiye'de sigortacılık sektörü son yıllarda gelişme kaydetmekte olup, bu sektörün istihdam yapısının incelenmesi sektördeki işgücü değerlendirilmesi açısından önem arz etmektedir. Sigorta sektörü ülke ekonomisine katkı sağlayan önemli hizmet sektörlerinden biridir. Yapısı itibarıyla da önemli bir istihdam alanı oluşturmaktadır. Ancak, sektördeki yapısal değişikliklerin takip edilebilmesi için istihdam faktörünün daha etraflı incelenmesi gerekmektedir. Çalışmamızda sigortacılık sektöründe istihdam edilenlerin yaş, eğitim ve cinsiyet açısından durumları incelenecek olup, sektörün istihdam yapısı hakkında

değerlendirmeler yapılacaktır. Araştırma için gerekli olan istatistiki veriler Türkiye İstatistik Kurumu web sayfasından temin edilecektir.

**Anahtar Kelimeler:** Sigorta Sektörü, İstihdam, Türkiye.

# 80.

## Symbiotic Relations in Organizations

ÖRGÜTLERDE SİMBİYOTİK İLİŞKİLER

Berna Turak KAPLAN\*

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### Abstract

**S**ymbiotic relations in organizations, as a concept derived from the concept of biological symbiosis, is an organizational life style based on the context of interrelationship within the organism/organization. In this lifestyle, employees live together and dependent on each other, depending on their biological inspiration. The existence of such a life and relationships within the organization is discussed at the point of providing benefits and/or harm to each other. There are people in the organization

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who continue their lives with relationships such as those who are dependent on someone else, who live on someone else, who are in the shadow/power of someone else, and those who use themselves. This study aims to reveal the structure and functioning of symbiotic relationships in organizations. This study, which is aimed at conceptual analysis and functional presentation, can contain practical suggestions for business/organizational managers.

**Keywords:** Organization, symbiotic, symbiotic relationship, symbiotic life.

## ÖZET

Örgütlerde simbiyotik ilişkiler biyolojik kökenli simbiyoz kavramından türetilen bir kavram olarak organizmanın/örgütün içindeki karşılıklı ilişki bağlamına dayanan bir örgütsel yaşam biçimidir. Bu yaşam biçiminde biyolojik esinlenmesine bağlı olarak çalışanlar birlikte ve birbirine bağımlı olarak yaşamaktadırlar. Örgüt içinde de böyle bir yaşamın ve ilişkilerin varlığı çalışanların birbirine yarar sağlama ve/veya zarar üretme noktasında ele alınmaktadır. Örgüt içinde bir başkasına bağımlı olanlar, bir başkası üzerinden geçinenler, bir başkasının gölgesinde/gücündeyeralanlar, kendinikullandıranlargibi ilişkiler ile yaşamlarına devam eden kişiler bulunmaktadır. İşte bu çalışma örgütlerdeki simbiyotik ilişkilerin yapısı ve işleyişini ortaya koymaya yöneliktir. Kavramsal inceleme ve işlevsel ortaya koymaya yönelik bu çalışma iş/örgüt yöneticilerine pratik öneriler barındırabilir.

**Anahtar Kelimeler:** Örgüt, simbiyotik, simbiyotik ilişki, simbiyotik yaşam.

# 81.

## YETENEK YÖNETİMİ VE KARİYER YÖNETİMİ İLİŞKİSİ

Cansu GALAŞ\*

Esra Gökçen KAYGISIZ\*\*

### ÖZET

**Y**etenek yönetimi kavramı, işletmenin hedefleri doğrultusunda ihtiyaç duyulan yetenekli çalışanların bulunmasını, işletmeye kazandırılmasını ve bu çalışanların işletmeye bağlılık duygularının oluşturulmasını amaçlayan bir yönetim şeklidir. İnsan kaynaklarına yeni bir bakış açısı getiren yetenek yönetimi kavramı, bünyesinde kariyer yönetimini de barındırmaktadır. Yetenek yönetiminin özünde, işletmedeki mevcut ya da yeni yetenekli çalışanların görevlerini aksatmayacak

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biçimde onları özgür bırakarak, kişisel ve mesleki gelişimlerine olanak vererek, kariyer fırsatları yaratarak, başka bir organizasyona gitmelerine engel olmak vardır. Bilindiği gibi yetenekli çalışanları etkilemede kariyer faktörü en üst sırada gelmekte ve yetenekli çalışanların değer verdiği en önemli konuyu oluşturmaktadır. Bu nedenle çalışanlarının yeteneklerinin farkına varan ve yeteneklerine göre konumlandırma yapan, aynı zamanda örgütsel kariyer haritasını çalışanları ile paylaşan işletmelerin, yetenekli çalışanlarını etkilemeyi başarmış işletmeler oldukları söylenebilir. Bu nedenle yetenekli çalışanlar, kariyerlerine önem verilmesini ve kariyer fırsatlarının çalıştıkları organizasyonda olmasını beklemektedirler. Bu bağlamda çalışma, yetenek ve kariyer yönetimi kavramlarına odaklanmakta, yetenek ve kariyer yönetimi uygulamalarının sağlık sektöründe nasıl uygulandığını belirlemeyi amaçlamaktadır. Bu doğrultuda Giresun'da faaliyet gösteren T.C. Sağlık Bakanlığına bağlı özel hastanelerde görev yapan 120 katılımcı üzerinde yüz yüze anket uygulaması yapılmıştır. Elde edilen veriler SPSS 23.0 programı aracılığı ile faktör, korelasyon ve regresyon analizlerine tabi tutulmuştur. Analiz sonuçlarına göre, yetenek yönetimi ile kariyer yönetimi arasında kuvvetli, pozitif yönlü ve anlamlı bir ilişki ( $r=0,745$ ) olduğu tespit edilmiştir. Ayrıca yetenek yönetimi kapsamında yapılan uygulamaların kariyer yönetimi üzerinde anlamlı bir etkisi olduğu söylenebilir. Demografik özelliklerin ise yetenek ve kariyer yönetiminde anlamlı düzeyde bir etkisi olmadığı tespit edilmiştir.

**Anahtar Kelimeler:** Yetenek, Yetenek Yönetimi, Kariyer, Kariyer Yönetimi.



# 82.

## The Relationship of Retro Marketing and Consumers' Brand Loyalty

RETRO PAZARLAMA ve TÜKETİCİLERİN  
MARKA BAĞLILIĞI İLİŞKİSİ

Cihat KARTAL\*

Recep YÜCEL\*\*

### Abstract

There is a lot of academic research, mostly psychology-based, about people's nostalgia for the past. Sometimes people try to establish a relationship between the present and the past. We often hear "The good old days, was it like this before?" There is an important psychological

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dimension behind such words. Research shows that the human brain does not pay much attention to events that are not different or routine, but on the contrary, whenever something negative occurs or encounters a very different situation in one's life, it does not forget it. On the other hand, it shows that 85% of our memories are related to youth/childhood periods and first memories, while the remaining 15% belongs to the last five years. This situation has also attracted the attention of the advertising world, and scenarios have been created to establish connections between current products or services and the past. E.g; There are advertising messages such as the description of a margarine chosen by a young lady at home cooking with a product or brand that their mother used. Based on this basis, our study aims to reveal the marketing approaches of businesses as well as the relationships of past experiences, which we define as nostalgia, with consumer behavior. Especially the opportunity created by the social restrictions during the pandemic period for people to evaluate themselves reveals the importance of this study. According to the basic findings of our research, it shows that nostalgic products/services and brands play an important role in establishing the relations of consumers with the past, and this situation reveals brand loyalty because it makes consumers happy.

**Keywords:** Retro Marketing, Nostalgia Marketing, Brand Loyalty, Consumer behaviorÖzet

## ÖZET

İnsanların geçmiş olan özlemlerine ilişkin çoğu psikoloji temelli birçok araştırma akademik söz konusudur. Kimi zaman insanlar içinde bulundukları

an ile geçmiş arasında bir ilişki kurmaya çalışır. Çoğu zaman duyduğumuz “ Hey gidi günler hey, eskiden böyle miydi?” gibi sözlerin ardında önemli bir psikolojik boyut bulunmaktadır. Araştırmalar, insan beyninin farklı olmayan ya da rutin işleyen olaylara çok fazla ilgi göstermediğini, aksine insan hayatında ne zaman olumsuz bir şey ortaya çıksa ya da çok farklı bir durumla karşılaşsa bunu unutmadığını göstermektedir. Diğer yandan anılarımızın %85 gibi çok önemli bölümünün gençlik/çocukluk dönemleri ve ilk anılarla ilişkili olduğu, kalan %15’lik bölümünün ise önemli ölçüde son beş yıla ait olduğunu göstermektedir. Bu durum reklamcılık dünyasının da dikkatini çekmiş olup mevcut ürün ya da hizmetler ile geçmiş arasında bağlantılar kurmaya yönelik senaryolar oluşturulmuştur. Örneğin; genç bir hanımın ev yemeklerinde seçmiş olduğu bir margarinin, annelerinin kullanmış olduğu bir ürün ya da marka ile betimlenmesi gibi reklam mesajları bulunmaktadır. Çalışmamız bu temelden yola çıkarak adını nostalji olarak tanımladığımız geçmiş deneyimlerin tüketici davranışlarıyla olan ilişkilerinin yanı sıra işletmelerin pazarlama yaklaşımlarını ortaya koymayı amaçlamaktadır. Bilhassa pandemi dönemindeki sosyal kısıtlamaların insanların kendilerini değerlendirebilme konusunda yaratmış olduğu fırsat bu çalışmanın önemini ortaya koymaktadır. Araştırmamızın temel bulgularına göre nostaljik ürün/hizmet ve markaların, tüketicilerin geçmişle olan ilişkilerini kurmada önemli bir rol üstlendiğini ve bu durumun tüketicileri mutlu etmesi sebebiyle marka bağlılığını ortaya çıkardığını göstermektedir.

**Anahtar Kelimeler:** Retro Pazarlama, Nostalji Pazarlaması, Marka Bağlılığı, Tüketici Davranışları

# 83.

## LİDER-ÜYE ETKİLEŞİMİNDE SOSYAL KİMLİĞİN ROLÜ

Demet Çakıroğlu\*

Nuran Öztürk Başpınar\*\*

### ÖZET

Sosyal kimlik teorisi, örgütsel olguları açıklayan yapısı gereği örgütsel davranış alanında yapılmış pek çok çalışmanın teorik temellerini oluşturmaktadır. Liderliğin önemine dikkat çeken teori, liderlerin belirli bir sosyal grup içindeki takipçileri arasındaki ilişkiler açısından anlaşılması gerektiğini savunmaktadır. Teoriye göre çalışanlar, birey olmaktan çok belirli bir sosyal sınıfın üyesi olarak hareket etmektedirler; bu sebepten liderliğin anlaşılması daha çok grup süreçlerinin anlaşılmasına bağlıdır. Teori grup üyelerinin psikolojileri ile tutum

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ve davranışlarını sadece kişisel kimlikleri açısından değil aynı zamanda grup üyesi olarak paylaşılan sosyal kimlikleri açısından değerlendirmektedir. Grup içinde paylaşılan kimlik, çalışanlar arasında bir yakınlık ve birliktelik duygusu yaratmaktadır. Aynı zamanda sinerjik etki yaratarak karşılıklı güven ve saygı duygusu oluşturup işbirliği, yardımlaşma ve sosyal desteği artırmaktadır. Grup içerisindeki çalışanlar örgütün amaç ve hedeflerini gerçekleştirme maksadıyla bu çabaları birleştirirler. Şüphesiz bu noktada liderlerin takipçileri üzerindeki etkisi yadsınamaz boyuttur. Lider desteği ile çalışanların sosyal kimlik ihtiyaçlarının karşılanacağı böylelikle örgütünün bir parçası olarak grup üyeliği duygusu ile çalışanların iş tatminlerinin, motivasyonlarının, örgütsel bağlılıklarının, rol performanslarının, örgütsel vatandaşlık ve örgütsel özdeşleşme düzeylerinin artacağı düşünülmektedir. Derleme niteliğindeki bu çalışmada sosyal kimlik teorisinin ilkeleri açıklanarak bireyin grup içindeki rolü ile lider-üye etkileşimindeki rolü ele alınmıştır. Ayrıca liderliğin sosyal kimlik yönetimi sürecindeki etkisine dikkat çekmenin hedeflendiği çalışmanın örgüt çalışanlarının tutum ve davranışlarını anlamada, açıklamada, yöneltmede ve eşgüdümlemede alan uzmanlarına, liderlere ve yöneticilere teorik bir bakış açısı sunacağı düşünülmektedir.

**Anahtar kelimeler:** Lider-üye etkileşimi, sosyal kimlik teorisi, örgütsel psikoloji.

# 84.

## **Gamification: Bibliometric Analysis of Marketing Literature**

OYUNLAŞTIRMA: PAZARLAMA ALANYAZINI BİBLİYOMETRİK ANALİZİ

Deniz ZEREN\*

Gülay GÜLER\*\*

### **ABSTRACT**

**G**amification is basically the use of game elements in non-game contexts. Gamification has become a rising trend in many fields such as education, e-commerce and marketing, with the development speed of technology and digital tools becoming an integral part of our lives. The aim of this study is to perform a bibliometric analysis of

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the publications in the international literature by examining the studies on gamification in the field of marketing between 2011 and 2021. For this purpose, 23,625 studies containing the gamification keyword were identified in the Scopus database using the bibliometrix package of the R program. The number of studies obtained by applying the marketing keyword filter was 4869. At this point, the searched filter was searched in the title, abstract and keywords of the studies obtained from these keywords, and 274 studies obtained from the Scopus database were reached. Finally, 267 studies were included in the analysis by excluding those that were not written in Turkish or English. In addition to these studies, the resources reviewed in the TR Index and the National Thesis Center were examined in order to evaluate the studies made in the national literature. 53 studies on gamification were found in the TR Index. While 4 of these were related to the marketing field, this number decreased to 3 with the title/summary/keyword filter. There are 90 thesis studies on the subject in the National Thesis Center, when the marketing filter is added, this number is limited to 2 studies. As a result of the bibliometric analysis, the most cited studies on gamification, publishing journals, study types and fields, and scientific mapping such as common word network were included in the study. As a result of the study, it is noteworthy that the number of publications in the field of gamification in the national literature is quite low compared to the international literature.

**Keywords:** Gamification, Marketing, Bibliometric Analysis

## ÖZET

Oyunlaştırma, temelde oyun öğelerinin, oyun dışı bağlamlarda kullanılmasına denir. Teknolojinin gelişme hızı ve dijital araçların hayatımızın ayrılmaz bir parçası haline gelmesiyle eğitim, e-ticaret, pazarlama gibi pek çok alanda oyunlaştırma yükselen bir trend haline gelmiştir. Bu çalışmanın amacı, 2011- 2021 yılları arasında oyunlaştırma konusunda pazarlama alanında yapılan çalışmalar incelenerek uluslararası yazındaki yayınların bibliyometrik analizini gerçekleştirmektir. Bu amaçla R programının bibliometrix paketi kullanılarak Scopus veri tabanında oyunlaştırma anahtar kelimesini içeren 23.625 çalışma belirlenmiştir. Pazarlama anahtar kelimesi filtresinin uygulanmasıyla elde edilen çalışma sayısı 4869 olarak elde edilmiştir. Bu noktada aranan filtreleyici bu anahtar kelimelerden elde edilen çalışmaların başlık, özet ve anahtar kelimelerinde aratılarak Scopus veri tabanından elde edilen 274 çalışmaya ulaşılmıştır. Son olarak bu çalışmalardan Türkçe veya İngilizce dillerinde yazılmamış olanların çıkartılmasıyla 267 çalışma analizlere dahil edilmiştir. Bu çalışmalara ek olarak, ulusal yazında yapılmış çalışmaların değerlendirilebilmesi için TR Dizin ve Ulusal Tez Merkezinde taranan kaynaklar incelenmiştir. TR Dizinde oyunlaştırmaya dair 53 çalışmaya rastlanmıştır. Bunların 4 tanesi pazarlama alanıyla ilgiliyken, başlık/özet/anahtar kelime filtresiyle bu sayı 3'e düşmüştür. Ulusal Tez Merkezinde konuya dair 90 tez çalışması bulunmaktadır, pazarlama filtresi eklendiğinde ise bu sayı 2 çalışma ile sınırlı kalmaktadır. Bibliyometrik analiz neticesinde oyunlaştırma konusunda en fazla atıf alan çalışmalar, yayın yapan dergiler, çalışma türü ve alanları ile ortak



sözcük ağı gibi bilimsel haritalamaya çalışma içerisinde yer verilmiştir. Çalışma sonucunda uluslararası yazına kıyasla ulusal yazında oyunlaştırma alanında yapılan yayın sayısının oldukça az olduğu dikkat çekmektedir.

**Anahtar Kelimeler:** Oyunlaştırma, Pazarlama, Bibliyometrik Analiz

# 85.

## Tax Identity Theft and Tax Fraud

VERGİ KİMLİK HIRSIZLIĞI VE VERGİ DOLANDIRICILIĞI

Derya YAYMAN\*

### Abstract

It is the crime of identity theft to use another person's personal data to obtain personal or financial information for purposes of unauthorized actions or purchases. Identity theft takes many forms and damages the credits, finances and reputations of those whose identity has been stolen. Tax fraud may occur when natural or legal persons

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submit fraudulent tax returns in order to reduce their tax payment amounts, as well as when identity theft persons obtain the information of taxpayers, submit false declarations and receive tax refunds unfairly. Claiming false deductions, claiming personal expenses as business expenses, using a fake social security number, and failing to report income are examples of tax fraud. Tax administrations take various measures to prevent tax fraud through identity theft.

Tax administrations inform the public about the issue, enact legal regulations that ensure financial confidentiality, and take cyber security measures. Studies for the digitization and modernization of tax administrations continue. The study explores why tax fraudsters are on the rise at an alarming rate. In addition, it is investigated how tax advisors, cyber security measures and digitalization can have an impact on preventing tax fraud, and suggestions are made for people to protect themselves.

**Keywords:** Tax Identity Theft, Tax Fraud, Tax Refunds, Cyber Security, Tax Advisors, Digitalization

## ÖZET

Kişilerin bir başkasının şahsi bilgilerini yetkisiz işlem ve satın alma amaçlı kasıtlı olarak kullanarak kişisel veya finansal bilgi elde etmesi kimlik hırsızlığı suçudur. Kimlik hırsızlığı çeşitli şekillerde gerçekleştirilir ve kimliği çalınan kişilerin kredilerine, mali durumlarına ve itibarlarına zarar verir. Vergi dolandırıcılığı, gerçek ya da tüzel kişilerin vergi ödeme miktarlarını azaltmak amacıyla hileli vergi beyannameleri vermeleriyle ortaya çıkabildiği gibi kimlik hırsızlığı yapan kişilerin vergi yükümlülerinin

bilgilerini ele geçirerek sahte beyanname vermeleri ve haksız yere vergi iadesi almaları nedeniyle de ortaya çıkmaktadır. Yanlış kesintileri talep etmek, kişisel harcamaları işletme gideri olarak talep etmek, sahte bir sosyal güvenlik numarası kullanmak ve gelir bildiriminde bulunmamak vergi sahtekarlığının örneklerindendir. Vergi idareleri kimlik hırsızlığı yoluyla yapılan vergi dolandırıcılığının önlenmesi için çeşitli tedbirler almaktadır.

Vergi idareleri, kamuoyunu konu hakkında aydınlatmakta, finansal gizlilik sağlayan yasal mevzuatlar çıkarmakta ve siber güvenlik önlemleri almaktadır. Vergi idarelerinin dijitalleşmesi ve modernizasyonu çalışmaları devam etmektedir. Çalışma, vergi dolandırıcılarının neden endişe verici bir oranda arttığını araştırmaktadır. Ayrıca vergi danışmanlarının, siber güvenlik önlemlerinin, dijitalleşmenin vergi dolandırıcılığını önlemede nasıl etkisi olabileceği araştırılmakta ve kişilerin kendilerini koruyabilmeleri konusunda öneriler sunulmaktadır.

**Anahtar Kelimeler:** Vergi Kimlik Hırsızlığı, Vergi Dolandırıcılığı, Vergi İadeleri, Siber Güvenlik, Vergi Danışmanları, Dijitalleşme

# 86.

## Family Businesses in Corporate Environment

Duygu HIDIROGLU\*

### Abstract

In this study; such questions: “Is it possible to achieve success in corporate family business governance in an advanced corporate environment where informal corporate practices and informal corporate environment are well regulated?” are discussed. Besides the study argues that informal corporate practices and weak government policies and weak property rights practices negatively affect family business governance. In order to support the assumptions of the study, institutional incentives in the economy and deficiencies in practices are mentioned.

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In addition, recent studies that conclude vital insights and useful contributions confirm the assumption that informal corporate practices and weak government programs negatively affect the corporate governance of family businesses.

This study complements the relatively sparse empirical literature on improving corporate governance of family businesses and ensuring the sustainability of the success of corporate family business operations in the corporate environment. Therefore, in the study, it is aimed to evaluate the negativities of the informal corporate environment and the factors that may have a negative impact on corporate family business management decisions, such as the effects of weak property rights practices on the functioning of corporate governance.

In the study, evaluations are resulted in there is a high impact of the institutional factors on the corporate governance motivation of family businesses. By regulating the corporate environment with various government policies that support managers, it will be easier for family businesses to take corporate governance decisions to eliminate corruption. Further the success rate of corporate governance decisions of family businesses will increase.

**Keywords:** Corporate Environment, Family Businesses, Social Relations in Family Businesses, Property Rights, Corporate Governance, Corporate Practices.

# 87.

## The Impact of Trade Openness and Export Diversification On the Environment in Turkey

Eda DİNERİ\*

### Abstract

Global warming, climate change and environmental degradation has become one of the biggest challenges that the entire world has to solve in the 21st century. With the population growth, urbanization and industrialization, greenhouse gas emissions released into the air are increasing day by day due to the use of fossil energy. One of the factors affecting carbon emissions is trade openness. Trade liberalization, without distinction between developed and developing countries, increases the trade volume and income of

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countries. On the other hand, the increase in energy demand with increasing trade, especially the use of fossil energy, increases greenhouse gas emissions. especially in developing countries, they do not take environmental degradation into account in their goals of ensuring the development of countries and reducing their foreign dependency with their trade and export diversification policies.

In this context this paper investigates the effect of trade openness and export diversification on CO2 emissions applying auto-regressive distributed lags (ARDL) bound test approach for Turkey during the period of 1980-2014. The findings reveal that export diversification and energy usage have positive and significant impact on CO2 emissions both in the short and long term. GDP per capita has a negative and significant impact on CO2 emissions. On the other hand, trade openness and foreign direct investments has no significant impact of on CO2 emissions.

**Keywords:** Export Diversification, Trade Openness, CO2 Emissions, Time Series,



# 88.

## **An Econometric Model Study On The Economic Determinants of Youth Unemployment at the Regional Level in Turkey<sup>1</sup>**

Esra Gözde EREN\*

Ayşe Esra PEKER\*\*

Sema YAŞAR\*\*\*

### **ABSTRACT**

**T**he employment structure of the country's economies and the size of the unemployment figures are accepted as an important indicator of the development and social improvement levels of the economies. Regardless of their level of

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*1. This study is prepared the summary of the master's thesis by Esra Gözde Eren in the Department of Economics, Institute of Social Sciences, Şırnak University.*

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development, even if the reason for unemployment differs from country to country, the phenomenon continues to be at the center of economic and political debates. Youth unemployment can be caused by both the general problems brought by the age of globalization, information and technology, and the problems created by the internal dynamics of the labor market. Starting from this point, in this study, youth unemployment within the scope of NUTS-2 region was modeled with panel data analysis. In the study, youth unemployment rate included as dependent variable, real GDP included as independent variable, inflation rate, share of fixed capital investments in GDP and share of young workforce in total workforce are included in the model as explanatory variables. The data set of the study consists of data for the years 2004-2019 at the NUTS-2 level, and the data were obtained from the Regional Statistics of the Turkish Statistical Institute (TUIK). In this study, it's aimed to determine, the existence and direction of an inverse relationship between real GDP and unemployment based on Okun's Law (1962) and the existence and direction of an inverse relationship between inflation and unemployment in the short run according to the Phillips curve, which reveals the relationship between inflation and unemployment. In addition, the existence and direction of the increase in fixed investments in Harrod-Domar growth models, the effect of reducing youth unemployment rates through production, and finally, the existence and direction of the relationship between the share of young labor force in the labor force and youth unemployment were aimed to determine. According to the results obtained, it was concluded that Okun's law is not valid in the short run in Turkey, that there is no inverse relationship between inflation

and unemployment in the short run according to the Phillips curve, and that the increase in the share of the young workforce in the workforce further increases youth unemployment. According to the findings, it has been determined that only the Harrod-Domar growth models have a negative effect of the increase in fixed investments on the youth unemployment rate through production, and the direction is expected to be negative in accordance with the theory.

**Keywords:** Youth unemployment, Panel Data Analysis, Level 2 Regions

# 89.

## The Effects of Organizational Identification and Perceived Organizational Stress On Work Performance

Gökben BAYRAMOĞLU\*

Emre UYSAL\*\*

Ahmet KARKI\*\*\*

### Abstract

Organizational identification has recently been considered as one of the remarkable issues in both organizational studies and human resources research. The reason for this is that organizational identification is considered as a key psychological state that explains the bond between the individual and the organization, and therefore it

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has the feature to illuminate important attitudes and behaviors in the employee-organization relationship. In other words, social groups such as organizations, schools, and work teams not only reflect the characteristics of the outside world, but also contribute to a person's sense of self by being internalized by individuals. Therefore, membership in an institution provides greater participation and cooperation when it becomes important to the individual.

Recently, various authors have used the organizational identity approach as a variable in understanding the process of job stress, employee health, and thus job performance. Organizational identity is related to stress both directly and indirectly. Its direct effect helps to meet important human needs such as a strong sense of identity, the need for security and belonging. The indirect effect is that when people have a strong sense of belonging to the institution they work for, they evaluate their colleagues more positively and strive to be more collaborative-supportive.

In the light of this information in the literature, the aim of this study was determined to investigate the effect of organizational identity and perceived organizational stress on job performance. The universe of the study was defined as the teachers working in the province of Çorum. A convenience sampling method was preferred in sample selection. 305 teachers were reached via google drive or face-to-face survey method. As a result of the regression and correlation analyzes, it was determined that there is a significant, positive, and moderate relationship ( $.397$ ) between organizational identification and work performance. In addition, it has been determined that there is a significant, negative, and low-level relationship ( $-.147$ ) between perceived

organizational stress and job performance.

**Keywords:** Organizational Identification, Organization, Sense of Belonging, Organizational Stress, Job Performance

# 90.

## Evaluation of the City Councils and their Contributions to the Local Economy

KENT KONSEYLERİ VE İL EKONOMİSİNE  
KATKILARININ DEĞERLENDİRİLMESİ

Gökhan KARHAN\*

### Abstract

The concept of sustainable development is that development can be ensured continuously and the system can adapt itself to newly formed conditions even if the existing conditions change. While creating the system, it is considered important that the parts that make up the system adapt to the whole. In this context, local governments have a great responsibility to ensure sustainable development. City councils formed by the Municipality Law No. 5393 do

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not have legal personality. Organizations attributed to legal personality (legal person-personne morale) are organizations that are constantly shaped for a common purpose (Oğuzman, 1988: p.105). Institutions with legal personality have the privilege of acquiring assets, having the right to dispose of assets, borrowing, making legal transactions and being a party. In this context, the lack of legal personality of the city councils leads to the conclusion that they cannot make these savings (Çağlayan, 2016: p. 382). Although this situation prevents the city councils from acting as a locomotive in the economic development of the provinces where they are located, among the objectives of the city councils are “To support programs that are environmentally friendly and poverty alleviation based on the understanding of sustainable development, which improve the quality of life of the city” and “Providing sustainable development and It is understood that the objectives of “to prepare and implement plans for the solution of the problems that arise in the subject” are arranged with the aim of contributing to the provincial economy. In this study, the decisions taken by the Batman City Council between 2006 and 2020 will be examined in terms of their contributions to the provincial economy.

**Keywords:** City Council, Local Development, GrowthÖZET

## ÖZET

Sürdürülebilir kalkınma kavramı, kalkınmanın sürekli olarak sağlanabilmesi ve oluşturulan sistem ile mevcut şartlar değişse bile kendini yeni oluşan şartlara adapte edebilmesidir. Sistem oluşturulurken özellikle sistemi oluşturan parçaların bütüne uyum sağlaması önemli görülmektedir. 5393 sayılı Belediye



kanunu ile oluşturulan Kent konseylerinin tüzel kişilikleri bulunmamaktadır. Tüzel kişilik (hukmî şahıs-personne morale) atfedilen kuruluşlar, sürekli olmak üzere ortak bir amaç doğrultusunda şekillenen kuruluşlardır (Oğuzman, 1988: s.105). Tüzel kişiliği olan kurumlar mal varlığı edinme, mal varlığı üzerinde tasarruf hakkına sahip olma, borçlanma, hukuki işlemler yapabilme ve taraf olma ayrıcalığına sahiplerdir. Bu bağlamda Kent konseylerinin tüzel kişiliğinin bulunmaması, bu tasarrufları yapamayacakları sonucunu doğurmaktadır (Çağlayan, 2016:s. 382). Bu durum her ne kadar kent konseylerinin bulundukları illerin ekonomik olarak kalkınmasında lokomotif görevi görmesini engeller nitelikte olsa da kent konseylerinin hedefleri arasında yer alan “Sürdürülebilir kalkınma anlayışına dayalı kentin yaşam kalitesini geliştiren, çevreye duyarlı ve yoksulluğu giderici programları desteklemek” ve “Sürdürülebilir gelişmenin sağlanması ve bu konuda ortaya çıkan sorunların çözümüne yönelik planların hazırlanması ve uygulanmasını sağlamak” hedeflerinin il ekonomisine katkı da bulunmak amacı ile düzenlendiği anlaşılmaktadır. Bu çalışmada Batman Kent konseyinin 2006-2020 yılları arasında aldığı kararlar il ekonomisine yaptığı katkılar açısından incelenecektir.

**Anahtar Kelimeler:** Kent Konseyi, Yerel Kalkınma, Büyüme

# 91.

## **Investigation of the Effects of Airline Managers' Intellectual Competence On Competitive Organizational Culture Development**

HAVAYOLU YÖNETİCİLERİNİN ENTELEKTÜEL  
YETERLİLİKLERİNİN REKABETÇİ ÖRGÜT  
KÜLTÜRÜ GELİŞTİRİLMESİNE ETKİLERİNİN  
ARAŞTIRILMASI

**Habibe GÜNGÖR\***

### **Abstract**

**A**viation is considered one of the most important actors in today's globalized world. An intensely competitive arena where intellectually competent managers are able to guide their followers towards the collective goals of the

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organization; facilitated by an organizational culture shaped around common goal. This study has developed a conceptual framework that explains the effects of the intellectual competence of managers in airlines, operating in Turkey, on competitive organizational culture. The framework has been empirically tested using a valid, reliable and original scale. SPSS was used to reveal the basic factor structure of descriptive statistics and scales. Confirmatory Factor Analysis (CFA) was used to measure whether the indicators were loaded on the hidden variables selected, and the Structural Equation Model (SEM) was used to test the assumed conceptual model. The findings support conceptual connections in the qualitative model and confirm most of the hypothetical relationships in the quantitative model. This research is the first to theoretically and experimentally develop and test an integrative framework based on the review of intellectuality and management literature-screening. The aim of air transportation, which is a service sector and has grown rapidly in our country in recent years, is to provide quality, efficiency and continuity with the service to be produced. We believe that determining the effect of the intellectual competence of the managers on the competitive organizational culture in order to create competitive advantage and increase success in aviation enterprises with an interdisciplinary approach will make a significant contribution to the aviation industry. At the same time, it will be an important guide for airline managers to understand which factors are effective in creating a competitive organizational culture.

**Keywords:** Intellectual Competence, Competitive Organizational Culture, Airline Managers, Aviation

## ÖZET

Yoğun bir rekabet ortamının olduğu günümüz küresel dünyasında ve bunun önemli aktörlerinden biri olan havacılık sektöründe entelektüel yeterliliğe sahip yöneticiler ortak bir amaç etrafında şekillenen bir kültür ile takipçilerini örgütün hedefleri doğrultusunda yönlendirebilirler. Bu çalışmada Türkiye’de faaliyet gösteren havayollarındaki yöneticilerin entelektüel yeterliliklerinin rekabetçi örgüt kültürünü nasıl etkilediğini açıklayan kavramsal bir çerçeve geliştirilmiş ve geçerli, güvenilir özgün bir ölçek ile ampirik olarak test edilmiştir. Betimleyici istatistikler ve ölçeklerin temel faktör yapısını ortaya çıkarmak için SPSS kullanılmıştır. Göstergelerin seçilen gizil değişkenlere yüklenip yüklenmediğini ölçmek için Doğrulayıcı Faktör Analizi (DFA) ve varsayılmış kavramsal modeli test etmek için ise Yapısal Eşitlik Modeli (YEM) kullanılmıştır. Bulgular, nitel modeldeki kavramsal bağlantıları desteklemekte ve niceliksel modeldeki varsayımsal ilişkilerin çoğunu doğrulamaktadır. Bu araştırma, entelektüellik ve yönetim literatürü taramasına dayanarak bütünleştirici bir çerçeveyi teorik ve deneysel olarak geliştiren ve test eden ilk çalışmadır. Bir hizmet sektörü olan ve ülkemizde son yıllarda hızla büyüyen hava taşımacılığında amaç üretilecek hizmet ile kalite, verimlilik ve devamlılık sağlamaktır. Disiplinler arası biryaklaşım lahavacılık işletmelerinde rekabet avantajı yaratmak ve başarıyı arttırmak adına yöneticilerin entelektüel yeterliliğinin rekabetçi örgüt kültürüne etkisinin belirlenecek olması, havacılık sektörüne de önemli bir katkı sağlayacağı kanısındayız. Aynı zamanda, havayolları yöneticilerine hangi faktörlerin rekabetçi örgüt kültürü oluşturmada etkili olduğunu

anlayabilmeleri için önemli bir rehber olacaktır.

**Anahtar Kelimeler:** Entelektüel Yeterlilik, Rekabetçi Örgüt Kültürü, Havayolu Yöneticileri, Havacılık.

# 92.

## **Role of Ngos in Implementing Democracy and Social Justice Across Boundarie**

Haydar Baki DOGAN\*

### **Abstract**

**A**nti-democratic regimes are spreading around the world. Even the countries with deep roots in democracy face difficulties. Government-affiliated institutions are first to be seized or subjugated by anti-democratic regimes. NGOs are the organizations that can stand upright against this anti-democratic expansionism, but with what strength will NGOs that cannot find enough support resist these regimes?

The importance of NGOs in countries with a

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deep-rooted tradition of democracy cannot be denied. The main problem is that NGOs that contribute to the establishment and maintenance of democracy in developed countries cannot reach NGOs in underdeveloped countries, which actually need these experiences and remain in their own narrow areas. While the multinational companies of the developed countries see the underdeveloped countries as the arms market from a capitalist point of view, to what extent do the NGOs of the developed countries get involved in this situation.

Solidarity between NGOs without borders, sharing their experiences and support in all fields will in fact be the greatest support they can give to the protection of these underdeveloped countries shaping their own democracies.

**Keywords:** NGO, Democracy, Social Justice, Solidarity

# 93.

## A Bibliometric Analysis of Academic Studies on Digital Tourism Marketing

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YÖNELİK AKADEMİK ÇALIŞMALARININ  
BİBLİYOMETRİK ANALİZİ

Huseyin SENEROL\*

### Abstract

**W**e live in the era which is called the digital age. Tourism stakeholders are also trying to position themselves in line with the age. While tourists obtain information about destinations and businesses from the digital world; businesses are shifting their promotional and sales activities to this platform. Naturally, the subject of digital tourism marketing attracts the attention of researchers. Therefore, in this study, it is aimed to reveal the development and trends of digital tourism marketing

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in the literature. In this direction, bibliometric analysis was performed using the R Bibliometric application. The results have determined that the number of publications related to digital tourism marketing has increased significantly and the most common publication type is articles. While the most prolific author is Law, the most cited work is the article by Buhalis and Law (2008). The most popular keywords are e-tourism, tourism and internet marketing.

**Keywords:** Tourism Marketing, Digital Marketing, Bibliometric Analysis, Network Analysis

## ÖZET

Yaşadığımız çağ, dijital çağ olarak adlandırılmaktadır. Turizm paydaşları da kendilerini çağa uygun olarak konumlandırmaya çalışmaktadır. Turistler, destinasyon ve işletmeler hakkındaki bilgileri dijital dünyadan elde ederken; işletmeler, tanıtım ve satış faaliyetlerini bu platforma kaydırmaktadırlar. Doğal olarak dijital turizm pazarlaması konusu araştırmacıların ilgisini çekmektedir. Bu nedenle bu çalışmada literatürdeki dijital turizm pazarlaması konusunun gelişimin ve trendlerin ortaya çıkartılması amaçlanmaktadır. Bu doğrultuda R Bibliyometrik uygulaması kullanılarak bibliyometrik analiz yapılmıştır. Sonuçlar, dijital turizm pazarlama ile ilgili yayın sayılarının önemli ölçüde arttığını ve en yaygın yayın türünün makale olduğu tespit edilmiştir. En üretken yazar Law iken en çok atıf alan çalışma ise Buhalis ve Law'a (2008) ait olan makaledir. En popüler anahtar kelimeler ise, e-turizm, turizm ve internet pazarlamasıdır.

**Anahtar Kelimeler:** Turizm Pazarlaması, Dijital Pazarlama, Bibliyometrik Analiz, Ağ Analizi

# 94.

## Türkiye’de Yenilebilir Enerji Ve Ekonomik Büyüme İlişkisi: Fourier Eşbütünleş

Hüseyin YILMAZ\*

### Abstract

Günümüz ekonomi konjonktüründe enerji, iktisadi faaliyetlerin her aşamasında büyük rol oynamaktadır. Artan nüfus, sanayileşme, teknolojinin gelişimi gibi faktörlerde enerjiye olan talebi her geçen gün arttırmaktadır. Bu durum enerji talebinin büyük bir kısmını ithal eden ülkelerde büyümenin istenilen düzeyde sağlanamamasına sebep olmaktadır. Enerji ihtiyacını büyük bir kısmını ithal eden Türkiye’de ise yenilebilir enerji kullanımı gerek ekonomik ve siyasal gerekse çevresel faktörlerden dolayı büyük önem arz etmektedir.

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Bu çalışmanın amacı Türkiye’de yenilebilir enerji ve ekonomik büyüme arasındaki ilişkiyi ampirik olarak ortaya koymaktır. Çalışma veri kısıtı nedeni ile 1990 yılından başlamış olup 2018 yılına kadar elde edilen yıllık verileri kapsamaktadır. Çalışmada yenilebilir enerjinin göstergesi olarak OECD’den alınan toplam enerji kullanımı içinde yenilebilir enerjinin payı kullanılırken büyümenin göstergesi olarak Dünya Bankasından alınan Gayri Safi Yurtiçi Hâsıla kullanılmıştır. Ampirik sonuçlara ulaşmak için a) Fourier ADF, GLS, KPSS ve LM birim kök testlerinden b) Uzun dönem ilişkinin varlığı Tsong vd. (2016) tarafından geliştirilen Fourier Shin Eşbütünleşme analizinden c) Değişkenlerden arasındaki ilişiklinin sayısal olarak ifade edilmesi için Geliştirilmiş En Küçük Kareler Yönteminden (FMOLS) yararlanılmıştır.

Ekonometrik analizlerde bir ön koşul olarak serilerin durağanlığının incelenmesi gerekmektedir. Bu aşamada Fourier ADF, GLS, KPSS ve LM testlerinin hepsi değişkenlerin seviyede birim köklü olduğunu ortaya koyarken 1.farkları alınan değişkenlerin durağan olduğu göstermiştir. Değişkenler arasında uzun dönem ilişkinin varlığını tespit etmek için yapılan Fouruier Shin eşbütünleşme testi yenilebilir enerji ve büyüme arasında uzun dönemde istatistiksel olarak anlamlı ve pozitif bir ilişkinin varlığını ortaya koymaktadır. FMOLS katsayı tahmincisi ise yenilebilir enerji kaynaklarının toplam enerji payı içindeki tüketiminin %1 artmasının büyüme %1.46 arttırdığını ortaya koymuştur.

Ampirik sonuçlar Türkiye’de yenilebilir enerjinin, ekonomik büyümenin sağlanması aşamasında önemli bir değişken olduğunu göstermiştir. Türkiye

fosil kaynaklı enerji talebini ithal etmek zorunda kalsa da yenilebilir enerji kaynakları açısından büyük bir potansiyele sahiptir. Bu potansiyel cari denge, uluslararası rekabet gücü, işsizlik, çevre kirliliği gibi birçok makroekonomik değişkeni olumlu yönde etkileyebilmektedir. Tüm bu sonuçlar dikkate alındığında Türkiye’de yenilebilir enerji kaynaklarına yapılan harcamaların bir gider olarak değil bir yatırım olduğu düşüncesi ile hareket edilmesi ve politikaların bu düşünceden hareketle oluşturulması gerekmektedir.

**Anahtar Sözcükler:** Yenilebilir Enerji, Ekonomik Büyüme, Fourier-Shin Eşbütünleşme

# 95.

## Relationship Between Organizational Identification and Performance: A Literature Review

ÖRGÜTSEL ÖZDEŞLEŞME VE  
PERFORMANS ARASINDAKİ İLİŞKİ:  
LİTERATÜR İNCELEMESİ

İbrahim YIKILMAZ\*

### Abstract

**B**usinesses operate in industrial environments where constant change and intense competition are experienced. In this environment, businesses are constantly reviewing the resources they have to establish sustainable competition and meet customer expectations. The effective management of its resources makes it possible

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for the enterprise to remain in the competition and to achieve the necessary performance for sustainable competition. Employees are at the forefront of the strategic resources that businesses place emphasis on. The bond that this strategic resource establishes with organizational values and goals has a decisive influence on the formation of organizational performance. At this point, the perception of organizational identification, which is expressed as the perception of unity and integrity between the values of the organization and the employee's values, is the strategic human resource's adoption of the goals and expectations of the organization and defining himself as a member of the organization. Organizational commitment and motivation, which is formed by the organizational identification of the employee, emerges as a significant element in the achievement of the determined performance targets of the organization. In this context, it is aimed to examine the concept of organizational identification and its effect on organizational performance due to its importance on organizational outputs. Following the purpose of the study, studies examining the relationship between organizational identification and performance and presenting empirical results were identified from publications in various indexes (Ulakbim, Scopus, web of science, and Proquest). The identified studies were classified within the framework of the author's name, sample, and variables. While the results of the study increase awareness of the relationship between organizational identification and performance in an environment of constant change and unpredictability, It is considered that it will make important contributions to the literature in terms of presenting all empirical studies conducted specifically on organizational identification

and performance.

**Keywords:** Organizational Identification, Performance, Literature Review

## ÖZET

İşletmeler sürekli değişimin ve yoğun rekabetin yaşandığı endüstri çevrelerinde faaliyet göstermektedirler. Bu ortamda işletmeler sürdürülebilir rekabeti tesis etmek ve müşteri beklentilerini karşılayabilmek adına sürekli bir şekilde sahip oldukları kaynakları gözden geçirmektedir. Sahip olduğu kaynakların etkin bir şekilde yönetimi ise; işletmenin rekabet yarışında kalmasına ve sürdürülebilir rekabet için gerekli performansı elde etmesini mümkün kılmaktadır. İşletmelerin üzerinde önemle durduğu stratejik kaynakların başında ise çalışanlar gelmektedir. Bu stratejik kaynağın örgütsel değer ve hedeflerle kurduğu bağ, örgütsel performansın oluşumunda belirleyici bir etki yaratmaktadır. İşte bu noktada örgütün sahip olduğu değerleri ile çalışanın kendi değerleri arasında bir birlik ve bütünlük algısına sahip olması olarak ifade edilen örgütsel özdeşleşme algısı, stratejik insan kaynağının örgütün hedef ve beklentilerini benimsemesi, kendini örgütün bir üyesi olarak tanımlamasıdır. Çalışanın örgütsel özdeşleşmesi ile oluşan örgütsel bağlılık ve motivasyonu, örgütün belirlenen performans hedeflerine ulaşmasında belirgin bir unsur olarak ortaya çıkmaktadır. Bu kapsamda çalışmada örgütsel çıktılar üzerindeki önemi nedeniyle, örgütsel özdeşleşme kavramı ve örgütsel performansa etkisinin incelenmesi amaçlanmıştır. Çalışmanın amacına uygun olarak çeşitli indekslerde taranan (Ulakbim, Scopus, Web of Science ve Proquest) yayınlardan örgütsel özdeşleşme

ve performans ilişkisini inceleyen ve ampirik sonuçlar sunan çalışmalar tespit edilmiştir. Tespit edilen çalışmalar yazar adı, örneklem ve incelediği değişkenler çerçevesinde sınıflandırılmıştır. Elde edilen çalışmalar, araştırmanın dahil olma kriteri gözetilerek bir kısmı elenmiş ve geriye kalan incelemeye konu ampirik çalışmalar ayrıntılı bir şekilde ele alınmıştır. Örgütsel özdeşleşme ve performans arasındaki ilişkide tespit edilen önemli sonuçlara değinilmiştir. Çalışmanın sonuçlarının örgütlerin sürekli değişim ve öngörülemezlik ortamında stratejik insan kaynakları ve örgütsel performansları arasındaki ilişkiye yönelik farkındalığı arttırırken, örgütsel özdeşleşme ve performans özelinde yürütülen tüm ampirik çalışmaları toplu bir şekilde sunması yönüyle literatüre önemli katkılarının olacağı değerlendirilmektedir.

**Anahtar Kelimeler:** Örgütsel Özdeşleşme, Performans, Literatür İncelemesi



# 96.

## **Green Organizational Identity and Identification:**

### **A Conceptual and Literature Focused Examination**

YEŞİL ÖRGÜT KİMLİĞİ: KAVRAM VE  
LİTERATÜR ODAKLI BİR İNCELEME

İbrahim YIKILMAZ\*

#### **Abstract**

Climate crises experienced on a global scale and many negative events associated with them are among the issues that both governments and customers emphasize. Especially in this regard, important decisions and binding policies are being developed on the scale of both civil organizations and the United Nations. This situation obliges organizations to both to observe the regulations

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and requirements in their relationship with nature and adopt a nature-compatible good and service delivery within the scope of customer expectation. At this point, the concept of green organizational identity, which adopts an environment-oriented management approach based on the theory of organizational identity, comes to the fore. Although the number of studies on organizational identity is increasing day by day, the relatively low number of studies adopting the green paradigm necessitated an analysis of the status of studies dealing with the subject in the literature. In this context, it is aimed to examine the studies based on the green organization identity and to raise awareness for future studies in this direction. For this purpose, studies examining green organization identity from publications in various indexes (Ulakbim, Scopus, web of science, and Proquest) were classified and examined under the titles of author, publication year, and variables. Some of the studies were eliminated by considering the inclusion criteria of the research, and the remaining empirical studies were discussed in detail. To meet the expectations of all stakeholders of the organizations and to make it sustainable, the issues related to increasing the managerial activities and performances were mentioned and suggestions were made. While the results of the study increase awareness about the development of green organizational identities of businesses that play important roles in terms of sustainable competition and environment, It is considered that it will make important contributions to the literature in terms of presenting all empirical studies carried out in the perspective of green organizational identity.

**Keywords:** Green Organizational Identity,

## Organizational Identity, Green Management, Literature Review

### ÖZET

Küresel ölçekte deneyimlenen iklim krizleri ve bununla ilişkili birçok olumsuz olay, gerek hükümetlerin gerekse müşterilerin üzerinde önemle durdukları konular arasında yer almaktadır. Özellikle bu konuda hem sivil örgütler hem de birleşmiş milletler ölçeğinde önemli kararlar ve bağlayıcı politikalar geliştirilmektedir. Bu durum örgütlerin doğa ile kurduğu ilişkide hem yasal düzenleme ve gerekleri gözetmelerini hem de müşteri beklentisi kapsamında doğa ile uyumlu bir mal ve hizmet sunumu benimsemelerini zorunlu kılmaktadır. İşte bu noktada örgüt kimliği teorisine dayalı çevre odaklı bir yönetim anlayışını benimseyen yeşil örgütsel kimlik kavramı gündeme gelmektedir. Örgüt kimliğine yönelik çalışmaların sayısı her geçen gün artsa da, yeşil paradigmayı benimseyen çalışmaların görece sayısının az olması, literatürde konuyu ele alan çalışmaların durumuna yönelik bir analizi gerekli kılmıştır. Bu kapsamda çalışmada yeşil örgüt kimliğini esas alan çalışmaların incelenmesi ve bu yönde ileriki çalışmalara bir farkındalık yaratılması amaçlanmıştır. Bu amaca uygun olarak çeşitli indekslerde taranan (Ulakbim, Scopus, Web of Science ve Proquest)) yayınlardan yeşil örgüt kimliğini inceleyen çalışmalar, yazar, yayın yılı ve incelenen değişkenler başlıkları altında sınıflandırılarak, incelenmiştir. Elde edilen çalışmalar, araştırmanın dahil olma kriteri gözetilerek bir kısmı elenmiş ve geriye kalan incelemeye konu ampirik çalışmalar ayrıntılı bir şekilde ele alınmıştır. Örgütlerin tüm paydaşlarının beklentilerini karşılama ve bunu

sürdürülebilir kılması adına yönetimsel etkinliklerinin ve performanslarının arttırılmasına yönelik hususlara değinilmiş ve somut önerilerde bulunulmuştur. Çalışmanın sonuçlarının sürdürülebilir bir rekabet ve yaşam ortamı adına önemli roller üstlenen işletmelerin yeşil örgüt kimliklerinin geliştirilmesine yönelik farkındalığı arttırırken, yeşil örgüt kimliği perspektifinde yürütülen tüm ampirik çalışmaları toplu bir şekilde sunması yönüyle literatüre önemli katkılarının olacağı değerlendirilmektedir.

**Anahtar Kelimeler:** Yeşil Örgüt Kimliği, Örgütsel Kimlik, Yeşil Yönetim, Literatür İncelemesi

# 97.

## Kripto Paralar Ve Deneti

İdris MANAY\*

Ömer Faruk DEMİRKOL\*\*

### ÖZET

**S**on yıllarda internet ve teknolojinin hızla ilerlemesiyle ve değişmesiyle, dünyada ve Türkiye’de yeni ödemeler araç ve sistemleri gelişmiştir. Bunların başında kripto paralar gelmektedir. Kripto para birimleri, kullanıcılar arasında transfer, değer saklama, mal ve hizmet alımında ödeme aracı olarak kullanılan, güvenilir bir merkezi sisteme bağlı olmaksızın, kişilere ödeme aracı sağlayan standart bir para birimi gibi çalışan, kullanıcıların kullanmasını sağlayan kripto para sistemidir. Finansal piyasalar kullanımı yaygınlaşan kripto paralarla ilgili uluslararası anlamda düzenlemelerin olmayışı, varlık tanımları ile ilgili

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ortak bir fikir birliğinin olmayışı, kripto paraların muhasebe ve denetimini zorlaştırmaktadır. Hukuk anlamında düzenlemelerin olmayışı kripto paraların yaygınlaşmasını geciktirirken, kripto paralarının kullanımın kolay olması, düşük işlem ücretleri ile transferinin sağlanması ve hisse senedi gibi değer kazanmaları kripto paralara ilgili artırmaktadır.

Kripto para alternatif bir para birimi olup güvenli işlem yapmaya yarayan dijital ve sanal paradır. Dijital ve sanal para sıklıkla Bitcoin ve türevleri ile karıştırılmaktadır. Bitcoin ve türevleri dışındaki dijital ve sanal paralar, kendi başlarına para birimi olmayıp ülkelerin ulusal para biriminin dijital ortamdaki temsilidir ve düzenlenip denetlenebilirler.

Kripto paralar, merkezi elektronik paraların aksine, merkezi olmayan yapıya sahiplerdir. Merkezi olmayan bu yapının kontrolü Blok-Zincir (BlockChain) işlem veritabanları tarafından gerçekleştirilir. Kripto paralar fiziksel olarak olmamasına rağmen istendiği zaman anlık nakit fiziksel paraya çevrilebilmektedir. Devletler ihtiyaç halinde dilediklerince para basabilmektedirler. Kripto paralar küresel anlamda ticareti kolaylaştıran ödeme aracı olmasının yanında, değer saklama aracı ve yüksek gelir sağlayan yatırım aracı olabilmektedirler. Kripto para birimleri içerisinde hem ilk olması hem de mevcut piyasa büyüklüğü açısından kuşkusuz en önemlisi Bitcoin'dir.

**Anahtar Kelimeler:** Bitcoin, Kripto Para, Blok-Zincir, Denetim

# 98.

## Gerçek Ve Sanal Kimlik Arasında Sikişan Aidi

Pazarlama Disiplini, Metaverse İle Nasıl  
Bir Evrim Ge

Kürşad ÖZKAYNAR\*

Tarık YOLCU\*\*

### ÖZET

2021 yılının son çeyreği itibariyle Metaverse kavramı hakkında daha fazla konuşulmaya başlandı. Bunun en önemli sebeplerinden bir tanesi bu dönemde teknoloji ve internet şirketlerinin Metaverse için aldıkları yatırım kararları olmaktadır. Örneğin 28 Ekim 2021 tarihinde dünyanın en büyük kuruluşlarından olan Facebook şirket adını Meta olarak değiştirmiş ve Metaverse platformu olarak da Horizon adını almıştır. Bu tarihten önce de sadece Avrupa'da Metaverse için yaklaşık 10.000 çalışan işe alacağını duyurulmuştur.

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Metaverse kavramı yeni yeni duyulmaya başlansa da kavramın kökeni 1992 yılında yazılmış bir romana dayanmaktadır. Snow Crash isimli romanda Neal Stephenson, bugün bahsedilen ve kurgulanmak istenen Metaverse'in neredeyse aynısını kaleme almıştır. Romanı ilginç kılan ise 1992 yılında yazılmış olmasına rağmen, bugün bize tanıdık gelen birçok teknolojiyi tasvir ve tarif etmiş olmasıdır. Beyin dalgaları ile iletişim, konum teknolojileri, harita teknolojileri, retina, DNA, parmak ve avuç içi tarama teknolojileri, al-git servisleri, veri gözlükleri, online kütüphaneler, iki ve üç boyutlu görseller, fiber optik ağlar, romanda geçen ilginç konu başlıklarındandır.

Bu çalışma, 1992 yılında ortaya atılan ve günümüze kadar yavaş ilerleyen Metaverse teknolojilerinin, 2021 yılında hız almasıyla birlikte tüketicilerde ve pazarlama disiplinde meydana getirebileceği muhtemel değişim potansiyelini ortaya koymak amacıyla yapılmıştır. İnternet ile birlikte sanal ve gerçek dünya arasında bölünen ve bazen tek, bazen iki ayrı hayat yaşayan tüketicinin, Metaverse ile birlikte yine tüketim alışkanlıklarının değişeceği öngörülmektedir. Metaverse dünyasında kişiler avatarları aracılığıyla yer alacaklardır. Avatarların gerçek dünya ve bilinen formlarda olma zorunlu zorunluluğu bulunmamaktadır. Bu da tüketicilerin yine gerçek dünyadan ayrı bir kimlik, yaşam ve sosyal ilişkiler yapısı kurması anlamına gelmektedir. Ayrıca işletmelerin, internete taşındığı dönemlerde olduğu gibi Metaverse dünyasına da hızlı giriş yapacakları, yeni reklam teknolojileri, yeni müşteriye ulaşım teknikleri, yeni ödeme teknolojileri geliştirecekleri öngörülmektedir.



Çalışmada, bu öngörülerin dayanağı olması açısından hem ilgili teknolojiler hakkında bilgi verilmiş hem de örnek bir Metaverse sitesinden 01.11.2021 tarihli ekran görüntüleri alınarak konuya dair detaylı açıklamalar yapılmıştır.

**Anahtar Kelimeler:** Metaverse, Kimlik, Aidiyet, Decentraland, Kriptopara.

# 99.

## Investigation of Phubbing Behaviors of Employees in the Banking Sector

BANKACILIK SEKTÖRÜNDE ÇALIŞANLARIN PHUBBING (SOSYOTELİZM) DAVRANIŞLARININ İNCELENMESİ

Mehmet Akif ÇAKIRER\*

Serkan İNAM\*\*

### Abstract

This research was carried out to examine the factors affecting the concept of phubbing in individuals working in the banking sector. In this direction, a total of 391 individuals, 122 women (31.2%) and 269 men (69.8%), participated in the study voluntarily. SPSS 21 program was used in the analysis of the data. Phubbing, “Smartphone Addiction”, “Internet Addiction”, “Attitude of Loss Fear” and “Self Control Attitude” scales were used as data collection tools in

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the research. In the analysis of the data, firstly, when the skewness and kurtosis values for the normality test were examined, it was determined that the distribution was normal. After this stage, T-Test and One-Way Anova analysis were used to determine the differences between demographic variables. Post-Hoc Tukey test was used to determine the difference between groups as a result of Anova analysis. In addition, Pearson Product-Moment Correlation analysis was used to determine the relationships between the variables within the scope of the research, and Multiple Linear Regression analysis was used to determine the power of the independent variable in predicting the dependent variable. As a result of the findings obtained within the scope of the research, it was determined that there was a significant difference between the groups in demographic variables. In addition, it was determined that smartphone addiction, internet addiction and fear of loss significantly predicted the concept of phubbing and explained 36% of the variance.

**Keywords:** Phubbing, Mobile Neglect, Smartphone Use, Social Relationship, Fear of Missing Out

## ÖZET

Bu araştırma, bankacılık sektöründe çalışan bireylerde phubbing kavramına etki eden faktörleri incelemek amacıyla yapılmıştır. Bu doğrultuda araştırmaya 122'si kadın (%31,2), 269 erkek (%69,8) olmak üzere toplam 391 birey gönüllü olarak katılmıştır. Verilerin analizinde SPSS 21 programı kullanılmıştır. Araştırmada veri toplama aracı olarak Phubbing (Sosyotelizm), "Akıllı Telefon Bağımlılığı", "İnternet Bağımlılığı", "Kayıp Korku Tutumu" ve "Öz Kontrol Tutumu" ölçekleri kullanılmıştır. Verilerin analizinde

ilk olarak normallik testi için çarpıklık basıklık değerlerine bakıldığında dağılımın normal olduğu tespit edilmiştir. Bu aşamadan sonra demografik değişkenler arasındaki farkları belirlemek için T-Testi ve One-Way Anova analizi kullanılmıştır. Anova analizi sonucunda gruplar arası farklılığı belirlemek için ise Post-Hoc Tukey testi kullanılmıştır. Bununla birlikte araştırma kapsamında değişkenler arasındaki ilişkileri belirlemek için Pearson Momentler Çarpımı Korelasyon analizi, bağımsız değişkenin bağımlı değişkeni yordamadaki güçlerini belirlemek amacıyla Çoklu Doğrusal Regresyon analizi kullanılmıştır. Araştırma kapsamında elde edilen bulgular sonucunda demografik değişkenlerde gruplar arasında anlamlı farklılık olduğu tespit edilmiştir. Bununla birlikte akıllı telefon bağımlılığı, internet bağımlılığı ve kayıp korku tutumunun phubbing kavramını anlamlı düzeyde yordadığı ve varyansın %36'sını açıkladığı tespit edilmiştir.

**Anahtar Kelimeler:** Sosyotelizm, Mobil İhmalkarlık, Akıllı Telefon Kullanımı, Sosyal İlişki, Fear of Missing Out.

# 100.

## Challenge With Virtual Strategy or Building a New Business Model: Toy Industry Smes Research

SANAL STRATEJİYLE MEYDAN OKUYABİLMEK  
YA DA YENİ BİR İŞ MODELİ İNŞASI: OYUNCAK  
ENDÜSTRİSİ KOBİ'LERİ ARAŞTIRMASI

Mehmet KAPLAN\*

Berna Turak KAPLAN\*\*

### Abstract

**T**echnological developments bring about radical changes in businesses and business models as well as in all areas of society. In this study, it is a qualitative research to determine how the changes in the business models of SMEs can turn into an event with virtual strategies, or which strategies are used, especially by acting on SMEs. Using the semi-structured interview technique, the research reached various findings by acting on Porter's

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competitive strategies. The results, depending on the relevant findings, can offer practical suggestions to business/business managers.

**Keywords:** Virtual Strategy, Business Model, Porter, Toy Industry, SMEs.

## ÖZET

Teknolojik gelişmeler toplumun her alanında olduğu gibi işletmeleri ve iş modellerinde de köklü değişiklikler meydana getirmektedir. Bu çalışmada da özellikle KOBİ'ler üzerinden hareket edilerek, KOBİ'lerin iş modellerinde yaşadıkları değişimlerin sanal stratejilerle nasıl bir meydana okumaya dönüşebileceği ya da hangi stratejilerle hareket edildiğini tespit etmeye yönelik nitel bir araştırmadır. Araştırma yarı-yapılandırılmış görüşme tekniği kullanılarak, Porter'ın rekabet stratejileri üzerinden hareket ederek çeşitli bulgulara ulaşmıştır. İlgili bulgulara bağlı olarak ortaya konan sonuçlar, iş/işletme yöneticilerine pratik öneriler sunabilir.

**Anahtar Kelimeler:** Sanal Strateji, İş Modeli, Porter, Oyuncak Endüstrisi, KOBİ'ler.

# 101.

## Hybrid Business Identity: Conceptual Field and Research

HİBRİT İŞ KİMLİĞİ: KAVRAMSAL ALAN  
VE ARAŞTIRMALARI

Mehmet KAPLAN\*

Berna Turak KAPLAN\*\*

### Abstract

Identity, which is handled in sociological, psychological, anthropological and biological contexts, but finds value/produces value with professionalism in human resources literature; Although it is about expressing or showing what an individual is like, job identity only expresses what kind of an employee is as a human resource in working life. Hybrid business identity, which describes a hybrid structure with a managerial identity shaped by both professional identity and functional identity

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of an employee from different occupational groups, expresses what is in today's conditions. This study first examines the hybrid business identity conceptually and then evaluates the literature on the development of the concept.

**Keywords:** Identity, Job identity, Hybrid job identity.

## ÖZET

Sosyolojik, psikolojik, antropolojik ve biyolojik bağlamda ele alınan ancak insan kaynakları literatüründe profesyonellikle değer bulan/değer üreten kimlik; bir bireyin nasıl biri olduğunu ifade etmeye veya göstermeye ilişkin olsa da iş kimliği sadece çalışma yaşamında insan kaynağı olarak nasıl bir çalışan olduğunu ifade etmektedir. İnsan kaynağı olarak bir çalışanın farklı mesleki gruplardan hem profesyonel kimliğini hem de görevsel kimliği ile şekillenen yönetsel kimliği ile hibrit bir yapıyı tasvirleyen hibrit iş kimliği günümüz koşullarında olanı ifade etmektedir. Bu çalışma hibrit iş kimliğini önce kavramsal olarak incelemekte sonra ise kavramın gelişimine yönelik literatürdeki araştırmaları değerlendirmektedir.

**Anahtar Kavramlar:** Kimlik, İş kimliği, Hibrit iş kimliği.



# 102.

## **Evaluation of the Recommendations of the Articles Published on the Negative Sectoral Effects of Covid-19**

COVID-19'UN OLUMSUZ SEKTÖREL  
ETKİLERİ ÜZERİNE YAYINLANAN  
MAKALELERİN STRATEJİ ÖNERİLERİNİN  
DEĞERLENDİRİLMESİ

**Merve BAYRAKTAR\***  
**Yusuf ÖCEL\*\***

### **Abstract**

**C**ovid-19, a new type of coronavirus that has affected the whole world in a short time, has not only affected human health but also the global economy. While the measures taken against the epidemic deeply affected human life all over the world, it also showed its effect in the field of the economy by causing supply and demand-side contractions. The

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level of being affected by the new conjuncture, which occurs due to the differences in the fields of activity of the enterprises, also varies. The main purpose of the study is to evaluate the effects of the COVID-19 epidemic crisis on selected sectors and discuss the strategy proposals brought by the researchers regarding these sectors. In this direction, 79 studies on the effects of the Covid-19 outbreak on various sectors from the Dergipark database were examined in this study. The collected data were classified by the bibliometric analysis method. As a result of the analysis, suggestions were made in the direction of financial, management, marketing, production strategies, and government supports in order for the sectors to overcome the crises they experienced during the Covid-19 process. The most suggestions were on management strategies and state supports.

**Keywords:** Covid-19, negative sectoral impact, economic crisis, strategy recommendations

## ÖZET

Kısa sürede tüm dünyayı etkisi altına alan yeni tip Koronavirüs olan Covid-19, yalnızca insan sağlığını değil küresel ekonomiyi de etkisi altına almıştır. Salgına karşı alınan tedbirler, tüm dünyada insanların sosyal hayatını derinden etkilerken, aynı zamanda arz ve talep yönlü daralmalara sebebiyet vererek ekonomi alanında da etkisini göstermiştir. İşletmelerin faaliyet alanları farklılıkları sebebiyle oluşan yeni konjonktürden etkilenme seviyeleri de farklılık göstermektedir. Bu çalışmanın temel amacı Covid-19 salgın hastalığının sebep olduğu krizin sektörler üzerindeki etkileri ve bu sektörler için araştırmacıların getirdiği strateji önerileri değerlendirilmesidir. Bu

doğrultuda çalışmada Dergipark veri tabanından Covid-19 salgınının çeşitli sektörler üzerindeki etkileri ile ilgili gerçekleştirilmiş olan 79 adet çalışma incelenmiştir. Toplanan veriler bibliyometrik analiz yöntemi ile sınıflandırılmıştır. Yapılan analiz sonucunda sektörlerin covid-19 sürecinde yaşadıkları krizleri atlatabilmeleri için finansal, yönetim, pazarlama, üretim stratejileri ve devlet destekleri doğrultusunda önerilerde bulunulmuştur. En fazla öneri ise yönetim stratejileri ve devlet destekleri konusunda olmuştur.

**Anahtar kelimeler:** Covid-19, olumsuz sektörel etki, ekonomik kriz, strateji önerileri.

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# 103.

## **Determinants of Board Size: Research on the Turkish Banking Sector**

Mesut DOĞAN\*

### **Abstract**

**T**he purpose of this paper is to identify the determinants of board size. In other words, it is aimed to determine the corporate governance variables and firm-specific internal factors that determine the board size of banks. For these purposes, the data of 10 banks whose stocks were traded in Borsa Istanbul (BIST) between 2010-2020 were used in the research. In the study, the number of independent-female-foreign board members, CEO duality and the number of supervisory board members were used as board structure. As the ownership structure variables,

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the share of the largest shareholder, the share of the three largest shareholders and the free float ratio variables were used. Firm-specific variables are firm size, leverage ratio, return on assets, return on equity, market value/book value ratio. In the study, correlation and difference tests with robust estimators were used through the Eviews 9.0 program. As a result of the analysis, a positive relationship between board size and the shares of the three largest shareholders; on the other hand, a negative relationship was found between the free float ratio and board size. The study also found a negative relationship between board size and the independent and female board members. In other words, as the ratio of independent and female board members in the board of directors increases, board size decreases. On the other hand, there is a positive relationship between the number of supervisory board members and the number of foreign board members and board size. In addition, there is a negative relationship between board size and the market performance. Finally, a positive relationship was found between board size and the size of the firm, but a negative relationship with the leverage ratio.

**Keywords:** Board Size, Ownership Structure, Corporate Governance

# 104.

## Analysis of the Financial Performance of Microfinance Institutions

Mpanya Mpanya JEANNOT\*

### Abstract

Microfinance provides a set of financial products to people excluded from the traditional or formal financial system. They generally concern the poor inhabitants of developing countries. More generally, microfinance refers to a vision of the world where “as many poor or similar households as possible can have permanent access to a range of high quality financial services adapted to their needs, including not only credit but also savings, insurance and fund transfers”. However, how best to help the poor gain access to financial services is the subject of debate between two

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opposing schools of thought. But within the framework of this scientific research we are going to look at the institutionalist approach or Institutional approach. This current oscillates between the fundamental and transversal requirements of microfinance: the principle of solidarity that it conveys (performance of the poor) and the profitability of the institution (financial performance). Is there a trade-off to be made between these two types of performances? Can we combine them? The objective of this contribution is to report on the progress of academic research on these questions and to show the compatibility and even the theoretical complementarity of these two requirements, to be precise we will mainly talk about financial performance. Is there a trade-off to be made between these two types of performances? Can we combine them? The objective of this contribution is to report on the progress of academic research on these questions and to show the compatibility and even the theoretical complementarity of these two requirements, to be precise we will mainly talk about financial performance.

**Keywords:** Microfinance, financial performance, performance, institutionalist.

# 105.

## **Credit Risk Management and its Impact on Financial Performance in Commercial Banks**

**Mpanya Mpanya JEANNOT\***

**Ali Kasta MUKENDI\*\***

### **Abstract**

**L**ike all businesses, a bank runs several risks in order to ensure its survival. Its profitability depends, among other things, on the management of the risk incurred by its income-generating activities. In view of the financial crises observed in recent decades, mismanagement of credit risk can have a negative impact on a country's financial system, on its economy. In order to present "Credit risk management and its impact on financial performance in commercial banks", this work is based

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on prudential standards (provided by international authorities for the risk management of a bank) as well as data published in the annual reports of a local bank. We are going to do a critical analysis of certain ratios.

**Keywords:** Financial Performance, Credit Risk Management, Commercial Banks

# 106.

## **Evaluation of Customer Complaints Regarding Chain Enterprises in the Retail Sector: The Case of Turkey**

PERAKENDE SEKTÖRÜNDE ZİNCİR İŞLET-MELER İLE İLGİLİ MÜŞTERİ ŞİKÂyetLERİN DEĞERLENDİRİLMESİ: TÜRKİYE ÖRNEĞİ

**Murat BAYAT\***

**Yusuf ÖCEL\*\***

### **Abstract**

**N**owadays, the digital world has become not only a place for shopping, but also a place where consumers seek their rights. One of the basic human rights is to look for compensation for the mistakes and losses that consumers have encountered. In this respect, it is also important for the enterprises to take into account, evaluate and

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respond to the complaints in with the objective of gaining competitive advantage. The main purpose of this study is to evaluate the complaints of customers about chain enterprises operating in the retail sector. Accordingly, the website called as [www.sikayetvar.com](http://www.sikayetvar.com) has been chosen as the universe. Approximately 500 complaints were evaluated by sampling the easily accessible situation among the complaints made in 2020. Content analysis were employed as a qualitative analysis technique. The codes, categories and themes related to the complaints were created based on the results of the analysis. In the study, the business that is the subject of the complaint, the date of the complaint, and the gender of the complainant had also been classified.

**Keywords:** Retail sector, chain enterprises, customer complaints

## ÖZET

Günümüzde dijital dünya sadece alışverişin yapıldığı bir mecra değil aynı zamanda tüketicilerin haklarını aradığı bir mecra haline de gelmiştir. Temel insan haklarından birisi de tüketicilerin karşılaşmış oldukları hataların telafi edilmesidir. Bu doğrultuda iletmelerin şikayetleri dikkate alması, değerlendirmesi ve geri dönüş yapması rekabet avantajı yakalaması açısından da önem arz etmektedir. Bu çalışmanın temel amacı perakende sektöründe faaliyet gösteren zincir işletmeler ile ilgili müşterilerin şikayetlerinin değerlendirilmesidir. Bu amaç kapsamında [www.sikayetvar.com](http://www.sikayetvar.com) sitesi evren olarak seçilmiştir. 2020 yılı içerisinde gerçekleşen şikayetlerin içerisinden kolay ulaşılabilir durum örneklemesi ile yaklaşık olarak 500 şikâyet değerlendirmeye alınmıştır.

Nitel analiz tekniđi olarak ierik analizi yapılmıřtır. Yapılan analiz sonucunda řikayetler ile ilgili kodlar, kategoriler ve temalar oluřturulmuřtur. alıřmada ayrıca řikâyet konusu iřletme, řikâyetin tarihi, řikâyet edenin cinsiyeti gibi sınıflandırmalar da yapılmıřtır.

**Anahtar kelimeler:** Perakende sektöru, zincir iřletme, müřteri řikâyetleri

# 107.

## Education Language, Self-Identity and Identity Crisis

Mustafa ASLAN\*

### Abstract

As it is defined, language is the principal method of human communication, consisting of words used in a structured and conventional way and conveyed by speech, writing, or gesture. The culture is part of our identity and shapes the language we use. Therefore, our language reflects our culture, perception, understanding of the world, events, other people, and cultures. On the other hand, communication, and hence the language, is the only way to learn, understand, comprehend the world, events, other people, as well as science and behavioral norms.

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Language is an essential tool for cognitive development, and it is a tool for thoughts to take their abstract, flexible and independent forms. Through language, children acquire symbols and concepts, and it is the language that makes it possible for the child to dream, develop new ideas, and share them. Therefore, it can be said that language is a part of cognitive development.

The statement of “every nation has a different worldview” expresses that the content of the concepts expressed by that nation’s language is formed according to the attitude dominated by the values that dominate that society. In this case, we can say that every society looks at the world with its own language. This attitude creates the “identity” of that society (Oner, 2001), which causes the members of that society to be true themselves, and separate them from others.

In this paper, the effect of education in a language other than the individual’s native language on self-identity and identity crisis, and possible consequences thereof will be discussed.

**Keywords:** Education, Foreign Language, Self-Identity, Culture, Cultural Identity, Language Education, Education Language

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# 108.

## **The Relationship of Causality and Cointegration Between Turkish Cds Premiums, Exchange Rates and Stock Indexes During the Covid-19 Period**

Mustafa KEVSER\*

### **Abstract**

**T**he purpose of this research is to explain the causality and cointegration relationship between CDS premiums, exchange rates and major stock market indices in Turkey during the Covid-19 period. In this context, daily data for the period between 11.03.2020 and 07.11.2021, when the Covid-19 virus was declared as a pandemic by the World Health Organization, was chosen as a sample. In the research, the US dollar was preferred as the exchange rate due to the intense dollarization in Turkey. In addition, BIST100, BIST30 indices,

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which are classified as the most important indices and primary sectors in Borsa Istanbul (BIST), and BIST Bank (XBANK), BIST Industry (XUSIN) and BIST Tourism (XTRZM) sector indices were included in the research. In the study, the short-term relationships between the variables were examined with the Granger causality test and the long-term relationships were examined with the Johansen co-integration test. According to the Granger causality test results, while a bidirectional causality relationship was detected between Turkey CDS premiums and major indices, no short-term and long-term causality relationship was found between CDS premiums and exchange rates. In this context, the results obtained from the study show that there is a mutual flow of information between CDS premiums and major indices and that the CDS risk is transferred to the indices. In addition, the results obtained from the research show that there is cointegration between the indices. Accordingly, in Turkey, it is seen that individuals and investors turn to the dollar, which they see as a safe haven, in order to protect themselves from risk and increase their dollar savings. In this context, it can be said that the reason for dollarization in Turkey is the increasing risks with uncertainty and the tendency of the sectors to move in the same direction in an environment of uncertainty. The results show that the uncertainties significantly deteriorate the investment environment for Turkey, and individuals and investors move away from the capital markets and invest in the currencies of other countries.

**Keywords:** CDS, Stock market indexes, foreign currency, causality, co-integration.



# 109.

## SÜRDÜRÜLEBİLİRLİKTE ÇEVRESEL DUYARLIL- IĞIN ÖNEMİ

N. Tülin İRGE\*

### ÖZET

Farklı alanlarda kullanılan sürdürülebilirlik kavramı, insan geleceğini ve kullanıldığı alanın kaynaklarının korunmasını konu almaktadır. Kavrama bu açıdan bakıldığında; iktisat, sosyal adalet, çevre bilimi ve yönetimi, işletme yönetimi, politika ve hukuku birleştiren bir kavram olarak görülmektedir (Wilson, 2003: 1). Sürdürülebilir kalkınma anlayışı da çevre değerlerinin ve doğal kaynakların yanlış kullanımına neden olmayacak biçimde akılcı yöntemler ile bugünkü ve gelecek kuşakların hak ve yararları da dikkate alınarak kullanılması ilkesinden özveride bulunmaksızın,

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ekonomik gelişmenin sağlanmasıdır (Keleş, 1998: 112).

Sürekli çevreyle ilişki içinde olması gereken temelde kar etme mantığıyla var olan işletmeler, varlıklarını sürdürebilmek için içinde bulunduğu çevreye karşı duyarlı işler yapmak durumundadır ve çevreye duyarlılık sürdürülebilir anlayışla yürütülmelidir (Kılıçaslan ve Of, 2009: 35).

Sürdürülebilir kalkınma anlayışı ve çevre koruma bilincinin artmasıyla, işletmelerin çevreye bakış açılarında önemli bir değişim yaşanmaktadır. Dolayısıyla kaynakların verimli kullanımı, atıkların minimize edilmesi, geri dönüştürülmesi, çevre dostu tasarım ve paketlenme gibi unsurlar ön plana çıkmaktadır. İşletmelerde çevre bilincinin ve çevre yönetim sisteminin oluşturulması ilk önce yöneticilerin çevre hususunda duyarlı olmasına bağlıdır (Nemli, 2001: 211).

Çevreye duyarlı faaliyetlerin amacı, daha iyi bir yaşam için temel ihtiyaçların karşılanması, kaynakların bu amaçlar için paylaşılması ama aynı zamanda bunların yenilenmesini temin edebilmektir (Quinn ve Dalton, 2009).

Günümüzde, çevre problemleriyle bireysel ve toplumsal yaşamda karşılaşılmaktadır. Toplumlar ve bireyler, çevre problemleri nedeniyle hayatlarını devam ettirecek çevresel kaynakların zaman içinde azaldığını fark etmektedir. Dolayısıyla çevreye ilişkin sorumluluklarının bilincinde olan tüketiciler ortaya çıkmaktadır (Kükreler, 2012: 4506). Toplumun ve toplumu oluşturan bireylerin çevreye yönelik kaygılarını ortadan kaldırmak için işletmelerin sosyal sorumluluk anlayışı kapsamında üretim

faaliyet ve uygulamalarını daha çevreci duruma dönüştürmeleri bir gereklilik olmaktadır. Bu anlamda işletme yöneticilerinin ekolojik çevreye yönelik değişim şeklindeki bakışlarını hızlı bir şekilde ortaya koymaları ve planlanan faaliyetlerle ilişkili kararlar verirken ekolojik çevreyi, kararları etkileyen önemli bir etmen olarak görmeleri dünyanın gelecek şekillenmesi bakımından önemlidir (Özkaya, 2010: 256).

Anahtar Kelimeler: Sürdürülebilirlik, Çevre, Doğal Kaynaklar, Toplum

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# 110.

## The Effect of Equal Opportunity and Poverty on Access to Qualified Education Included in Sustainable Development Goals

SÜRDÜRÜLEBİLİR KALKINMA  
AMAÇLARINDAN NİTELİKLİ EĞİTİME  
ULAŞMADA FIRSAT EŞİTLİĞİ VE  
YOKSULLUĞUN ETKİSİ

Naciye KAYA\*

Vildan DURMAZ\*\*

### Abstract

In an ever-shrinking world, the survival of societies necessitates being competitive in the international arena and the individuals who make up the society to act by taking into account global values. At the national and international level, the survival of societies as having a say will be

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possible thanks to effective education systems that can provide the necessities of the global world. It is a very important issue that education is provided equally to the entire population of the village-urban and male-female throughout the country and between regions. The education opportunities offered in a balanced way throughout the country will therefore accelerate the development of the country. Because the high level of education is an important factor affecting development.

The United Nations' Sustainable Development Goals, which came into force in 2016, focus on making life livable for future generations as releasing the first goal as reducing poverty; the 4th goal is quality education and the tenth goal is to reduce inequalities. In this study, the evaluation of the opportunities offered in the education system in the context of equality, the effects of factors such as equality in education, gender, socio-economic level, region of residence, and the importance of roles and responsibilities in the education system in ensuring equality are revealed. The economic income of the family plays an important role in making decisions regarding education. In order to balance this inequality, balancing public policies of the public power become important.

Content analysis, one of the qualitative research methods, was used to reveal social reality in the study. The variables of academic achievement, socio-economic level, gender, and access to education can be counted as important criteria of equality in education systems. It was concluded that these factors are directly related to academic achievement.

**Keyword:** Sustainable Development Goals, Poverty, Quality Education, Equal Opportunity

## ÖZET

Giderek küçülen dünyada, toplumların varlıklarını devam ettirebilmeleri, uluslararası alanda rekabetçi olmayı ve toplumu oluşturan bireylerin küresel değerleri göze alarak hareket etmelerini gerekli kılmaktadır. Ulusal ve uluslararası düzeyde, toplumların varlıklarını söz sahibi olarak sürdürebilmeleri, küresel dünyanın gerekliliklerini kazandırabilecek etkili eğitim sistemleri sayesinde olacaktır. Eğitimin ülke genelinde ve bölgeler arasında, köy-kent ve kadın-erkek tüm nüfusa eşit bir şekilde sunumu oldukça önemli bir konudur. Ülke geneline dengeli bir şekilde sunulan eğitim imkânları, dolayısıyla ülke kalkınmasını da hızlandırmış olacaktır. Çünkü eğitim düzeyinin yüksekliği, kalkınmayı etkileyen önemli bir faktördür.

2016 yılında yürürlüğe giren, Birleşmiş Milletler Sürdürülebilir Kalkınma Amaçları arasında yer alan 1. amaç yoksulluğa son; 4. amaç nitelikli eğitim ve 10. amaç eşitsizliklerin azaltılması gelecek nesiller için hayatı yaşanabilir kılmayı hedeflemektedir. Bu çalışmada, eğitim sisteminde sunulan fırsatların eşitlik bağlamında değerlendirilmesi, eğitimde eşitlik, cinsiyet, sosyo-ekonomik düzey, yaşanan bölge gibi faktörlerin etkileri ve eşitliğin sağlanmasında eğitim sistemi içerisinde roller ve sorumlulukların önemi ortaya konulmuştur. Eğitime ilişkin kararlarının alınmasında ailenin ekonomik geliri önemli bir belirleyicilik rolüne sahiptir. Bu eşitsizliği dengelemek için kamu erkinin dengeleyici kamusal politikaları önemli hale gelmektedir.

Çalışmada sosyal gerçekliği ortaya çıkarmak için nitel araştırma yöntemlerinden içerik analizi

kullanılmıştır. Eğitim sistemlerinde eşitliğin önemli ölçütleri olarak akademik başarı, sosyo-ekonomik düzey, cinsiyet ve eğitime erişim değişkenleri sayılabilir. Bu faktörlerin akademik başarıyla doğrudan ilişkisi olduğu çıkarımına varılmıştır.

**Anahtar Kelime:** Sürdürülebilir Kalkınma Amaçları, Yoksulluk, Nitelikli Eğitim, Fırsat Eşitliği

# 111.

## **The Position of Turkish Soap Opera in the World Market Within the Scope of the Culture Industry: A Comparative Analysis of the American and Turkish Soap Opera Industry**

Nevin KARABIYIK YERDEN\*

### **Abstract**

**T**he rapid change of the world affects the cultural industries as well as many fields. In particular, the cultural and creative industries development efforts promoted by UNESCO ensure the development of cultural industries in many countries. From the perspective of Turkey, it is seen that the production and viewing rates of Turkish soap operas have increased considerably in recent years, and the exports of Turkish soap operas have increased rapidly. According to today's data, Turkish soap operas

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ranks second in the world in exports after US soap operas. For Turkey, which has been importing soap operas for many years, the transition to a position that exports large volumes in the sector has started since the 2000s. However, it is not just the cultural industry products protected by copyright; goods and services have also begun to relocate, and the effect of soap operas has been observed in different sectors such as tourism. This result shows that Turkish soap operas not only improve the country's economy and cultural economy, but also affect the identity and image of the country. The aim of this study is to analyze the place of Turkish soap operas in the world market. In the study, using the secondary source data technique, a comparative analysis of the American soap operas that export the most soap operas and the Turkish soap operas was carried out, and it was determined that the soap operas within the scope of the culture industry for both countries had differences in terms of target audience, content, promotion, etc.

**Keywords:** Culture Industry, Cultural Economy, Soap Opera Industry

# 112.

## Effects on Organizations with the Invisible Face of Technology

Nida PALABIYIK\*

### Abstract

It is inevitable that there will be some changes in the world along with the progress of the age and these changes will be seen as technological advances. There are many arguments about whether technology is beneficial or harmful. However, it is a known fact that technology has both positive and negative results in human life. In particular, because of technological advances, the use of digital tools and platforms has been intensively used, and the frequency of encountering what can be called “e-disease” has also increased. In this study, some technological problems that arise due to technology and spread rapidly as a

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disease are discussed. Within the scope of the study, it is tried to examine the effects of these e-diseases, which are caught by individuals rather than individual problems, in terms of organizations. From this point of view, firstly, as a basic problem related to the use of intensive technology, technology addiction was given. Then, some e-diseases which came into existence because of technological addiction were mentioned and a two-dimensional evaluation was made in terms of organizations.

**Keywords:** Technology, Addiction, E-diseases, Organizational Functioning

# 113.

## The Effect of Assurance and Flexible Working Models on Job Satisfaction

Nuran VARİŞLİ\*

### Abstract

It is important for people to enjoy the life they live, to lead a positive life and to transfer this to their environment. In this context, there is a close relationship between working hours and job satisfaction of employees. Working life is changing rapidly as a result of developing technology, globalizing world and competitive factors. In this context, people's working hours and their freedom in working hours have gained an important dimension. Individuals' flexible working hours affect their job satisfaction levels.

With the 1970s, the emerging developments in social, economic and technological fields led to the emergence of a new concept in labor relations. This concept, which is called flexibility and is included in

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the working life, was put forward in order to enable businesses to keep up with technological and economic changes in general and to get out of the crises without loss and has found application in many countries. The application of flexibility has brought with it the problem of assurance. For this reason, the 1990s witnessed the emergence of the flexicurity phenomenon.

The aim of this study is to examine the effect of models that combine flexible working and security balance on job satisfaction. Resources written on assurance, flexible working and job satisfaction were searched in the literature; flexible working types, models for flexicurity and job satisfaction were examined. It has been determined that the attitudes of the employees towards flexible working and assurance arrangements have a partial effect on their job satisfaction. Many studies show that there are significant relationships between flexible working hours and job satisfaction. These concepts affect each other in business life. Increasing job satisfaction of people in business life and giving freedom to people in working hours affect many concepts.

**Keywords:** Assured Flexibility, Flexibility, Flexible Working, Job Satisfaction.

## ÖZET

Yaşadıkları hayattan kişilerin zevk almaları, pozitif olarak bir hayat sürmeleri ve bunu çevrelerine aktarabilmeleri önemli olmaktadır. Bu kapsamda çalışan kişilerin çalışma saatleri ve iş tatminleri arasında yakın bir ilişki olmaktadır. Çalışma hayatı, gelişen teknoloji, küreselleşen dünya ve rekabet unsurları neticesinde hızlı bir biçimde

değişmektedir. Bu bağlamda kişilerin çalışma saatleri ile çalışma saatlerinde olan özgürlükleri mühim boyut kazanmıştır. Kişilerin esnek çalışma saatleri iş tatminleri seviyelerini etkilemektedir.

1970'li yıllar ile beraber sosyal, ekonomik ve teknolojik alanlarda ortaya çıkmakta olan gelişmeler, çalışma ilişkilerinde yeni bir kavramın ortaya çıkmasına sebep olmuştur. Esneklik olarak adlandırılan ve çalışma hayatına dahil olan bu kavram, genel olarak işletmelerin teknolojik ve ekonomik değişimlere ayak uydurmalarını ve yaşanan krizlerden kayıpsız çıkmalarını sağlamak amacıyla ortaya atılmış ve bir çok ülkede uygulama alanı bulmuştur. Esneklik uygulaması, güvence problemini beraberinde getirmiştir. Bu neden ile 1990'lı yıllar güvenceli esneklik olgusunun ortaya çıkışına sahne olmuştur.

Bu çalışmanın amacı, esnek çalışma ve güvence dengesinin birlikte ele alındığı modellerinin iş tatmini üzerindeki etkisini irdelemektir. Literatürde güvence, esnek çalışma ve iş tatmini hakkında yazılmış kaynaklar taranmıştır; esnek çalışma türleri, güvenceli esnekliğe ve iş tatminine yönelik modeller incelenmiştir. Çalışanların esnek çalışma ve güvence düzenlemelerine ait tutumlarının iş tatminleri üzerinde kısmi bir etkiye sahip olduğu tespit edilmiştir. Yapılan birçok çalışmalar göstermektedir ki esnek çalışma saatleri ve iş tatmini arasında anlamlı ilişkiler bulunmaktadır. İş hayatında bu kavramlar birbirlerini etkilemektedir. İş hayatında kişilerin iş tatminlerin arttırılması ve kişilere çalışma saatlerinde özgürlük tanınması pek çok kavramı etkilemektedir.

**Anahtar Kelimeler:** Güvenceli Esneklik, Esneklik, Esnek Çalışma, İş Tatmini.

# 114.

## KİMLİK İNŞASINDA ÖRGÜTLERİN DİJİTAL DÖNÜŞÜM GEREKLİLİKLERİ

Nurdan KALAYCI\*

Sinem SÖNMEZ\*\*

### ÖZET

**D**ünya var olduğundandır aynı hızla dönmekte ve içinde bulunduğumuz zamanın ilerlemesini sağlamaktadır. Zaman mefhumu örgütlerin öncelikle çevresi ve tüm paydaşlarınca tanınmasına neden olmaktadır. Bu sayede örgütler, misyon ve vizyonları ile sahip oldukları değerlerini rahatça ifade edebilir.

İçinde yaşadığımız yüzyılın en önemli aktörlerinden olan değişim ve değişime hızla adapte olma zorunluluğu örgütlerin sahip olduğu bu değerleri en iyi şekilde kullanıp geliştirmelerini zorunlu kılmaktadır. Örgütlere bunun için refakatçi olacak

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özellik örgütsel dönüşüme adapte olmayı kolaylaştırıcı teknolojileri kullanarak her alanda gerçekleşen dijitalleşmeye adapte olabilme becerisidir. Örgütler açısından bir geçiş süreci olan dijitalleşme ile örgütün var olan kimliği geliştirilerek misyonuna uygun bir çerçevede ve vizyonuna hizmet edecek nitelikte olması sağlanabilir.

Hazırlanan bu çalışma ile örgütlerin halihazırda sahip oldukları kimlikleri ile dijitalleşmeye geçiş süreçlerini “Neden Dijitalleşmeliyiz?” sorusunun cevabı olarak bir yol haritası niteliğinde ortaya koymak amaçlanmıştır. Küçük, orta veya büyük ölçekli, tüm işletmeler için kaçınılmaz olan bu sürecin hangi adımlar ile yapılması gerektiği ifade edilmek istenmiş. Ayrıca dijitalleşmenin sürdürülebilir kılınması için de işletmelerin üzerine düşen görevlerin, çalışanların bu dijitalleşmeye nasıl dahil edileceğinin ve en önemlisi de işletmenin hakim olduğu pazardaki konumuna göre dijital olarak var olabilmesinin adımları ifade edilmek istenmiştir.

Çalışmanın nihai amacı ise, her işletmenin imkânlarını dijitalleşmeye kanalize etmek. Bunun yanında zamanın gerektirdiği örgütsel dönüşüm becerisinin kazanılmasında başvuru niteliğinde bir yol haritası belirleme isteğidir.

**Anahtar Kelimeler:** Teknoloji, Dijitalleşme, Değişim Yönetimi, Dijital Dönüşüm, Kimlik



# 115.

## MUHASEBE DENETİMİNDE TEKNOLOJİK DÖNÜŞÜM: DENETİM YAZILIMLARI

Osman Serhat POLAT\*

Ömer Faruk DEMİRKOL\*\*

### ÖZET

**K**üreselleşme ile artan rekabet ortamı yaşamımızın her alanında olduğu gibi iş dünyasında da büyük değişiklikleri doğurmuştur. Özellikle hızla gelişen ve değişen şartlarda rekabette avantaj elde edebilmek adına kısa zamanda düşük maliyetle daha hatasız iş süreçlerini yönetebilmek önem kazanmıştır. Burada hızla gelişen ve etkisi sürekli artan bilgi teknolojileri işletmelere bu konularda ciddi avantaj sağlamaktadır. Buna rağmen, hızla değişen ve gelişen rekabet ortamı işletmelerin kapasitelerini zorlamaktadır.

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İlk teknolojik devrim 1784'te su ve buharlı ile çalışan makineler ile ilk dokuma tezgâhlarının kullanılması olmuştur. İlk endüstriyel makineleşmenin ortaya çıktığı bu döneme Birinci Endüstri Dönemi veya Endüstri 1.0 olarak adlandırılmış olup 19. Yüzyıla kadar sürmüştür. Bunun ardından 19. Yüzyılın ikinci yarısında özellikle elektrik enerjisi temelli gelişmeler ile Endüstri 2.0 dönemine geçilmiştir. Bu dönemde elektrik enerjisi ile makineleşme hız kazanmış olup iş bölümü temelli elektrik enerjisi üzerinden kitlesel üretim imkânı elde edilmiştir. 1969 yılında elektronik alanda meydana gelen gelişmeler ve bilgisayar teknolojilerinin temellerinin atılması ile sanayide büyük çapta otomasyona geçilmesi ile Endüstri 3.0 dönemine geçiş olmuştur. 1990'larda geliştirilen İnternet ile beraber 2000'li yılların başlarında nesne ve hizmet tabanlı uygulamaların sanayide siber-fiziksel sistemlerin benimsenmesi sonucunda Endüstri 4.0 dönemine geçiş sağlanmış oldu.

İşletmelerin günlük faaliyetlerini gerçekleştirirken bilgi teknolojilerine bağımlı hale gelmeleri bağımsız denetim ve iç denetimde bilgi teknolojilerinin kullanımının önemini arttırmıştır. Denetçilerin, denetimin kalitesini ve etkinliğini arttırabilmek için, denetim çalışmalarında bilgisayar destekli denetim tekniklerinin ve araçlarının kullanımını planlamaları ihtiyacı doğmuştur. Bu nedenle muhasebe mensuplarının muhasebe bilgisine ek olarak teknolojik değişimleri de benimseyebilmeleri gerekmektedir.

**Anahtar Kelimeler:** Muhasebe, Denetim, Teknoloji, Muhasebe Denetimi

# 116.

## YATIRIM TEŞVİKİ KULLANAN İŞLETMELERDE YATIRIMCI DAVRANIŞLARININ YATIRIM SONUÇLARI ÜZERİNDEKİ ETKİSİ

Osman YILMAZ\*

Leyla ŞAHİN\*\*

Mustafa ASLAN\*\*\*

### ÖZET

**Y**atırım kararları ülkelerin gelişmesi ve refahı için taşıdığı önem kadar yatırımcıların karlılığı ve işletmelerin sürekliliği için de son derece önemlidir. Yatırım kararının doğruluğu ve yatırım sürecinin yürütülmesi yatırımın başarısını belirleyen etmenler içerisinde oldukça önemlidir. Yatırım kararının verilmesi, yatırım sürecindeki

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davranışların sonucunun doğru analiz edilmesindeki etmenlerle beraber yatırımı yapmış olan yatırımcıyı sınırlayan ve yatırımcı davranışlarına yön veren birçok faktör bulunmaktadır. Yatırım kararının verilmesinde ve yatırım sürecinin yönetilmesinde diğer objektif kriterler ile birlikte yatırımcıların davranışsal kişilik boyutları da belirleyici olmaktadır. Aynı zamanda davranışsal yatırım kararları, yatırım sürecinin yönetimi ve yatırım teşviki sonucu yatırımın sonuçları/başarısı üzerinde kritik etkiye sahiptir. Bu çalışmada Türkiye’de teşviki alarak yatırım yapmış işletmelere anket tekniğiyle ulaşıp, geçerli 186 anket veri sonuçları incelenmiştir. Yatırım kararı ve yatırım sürecindeki davranışlarının beş faktöre ayrıldığı buna göre, “sabırsızlık” yatırım teşviki sonuçlarını olumsuz yönde etkilerken, “sebatkarlık” ve “uzman görüşüne danışma” olumlu yönde etkilenmektedir. Yatırımın “Fırsat görülmesi” veya bir yatırım hakkında alınan “olumsuz haberin” yatırım teşviki sonuçları üzerinde herhangi bir etkisi olmadığı görülmüştür.

**Anahtar Kelimeler:** Yatırım, Yatırım Davranışı, Yatırım Sonuçları, Yatırım Teşviki

# 117.

## Organizational Identification Bibliometric Analysis

ÖRGÜTSEL ÖZDEŞLEŞME BİBLİYOMETRİK  
ANALİZİ

Özgür ÇARK\*

### Abstract

Organizational identification is a concept that expresses the internalization and commitment of an organization by its members. The existence of organizational identification should be understood as the level or degree of identification, rather than an evaluation as completely present or absent. Organizational identification is an ongoing integration process with the bond established between individual identity and organizational identity, such as values, goals, beliefs, characteristics and abilities. For this reason, organizational identification is an important element that increases

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the organizational commitment of employees. This importance of organizational identification in terms of business and management science increases the interest in the subject in the literature. In this research, the international literature was examined with the bibliometric analysis method in line with certain criteria in order to get a general view of the literature on organizational identification. In the research, criteria such as the country in which the article was published, the journal, the year of publication and the authors were used. Within the scope of these criteria, 234 articles accessed through Web of Science, Social Sciences Citation Index (SSCI) were evaluated. The analyzes of the articles were carried out with Web of Science and VOSviewer applications. In line with the findings obtained as a result of the analyzes, it is seen that the oldest published article was published in 1970 and there has been an increase in the number of articles over the years. It is seen that the most articles were published in the journals of International Human Resource Management, Business Ethics and Occupational and Organizational Psychology. According to the results of the common word analysis organizational identification, social identity, performance, work, commitment, identity, impact, job-satisfaction, antecedents, behavior, citizenship behavior are the most frequently preferred keywords in the studies.

**Keywords:** Organizational Identification, Organizational Identity, Organizational Citizenship, Literature Review, Bibliometric analysis

## ÖZET

Örgütsel özdeşleşme bir örgütün üyeleri tarafından

içselleştirilmesi ve bağlılığını ifade bir kavramdır. Örgütsel özdeşleşmenin varlığı tamamen var veya tamamen yok şeklinde bir değerlendirmeden ziyade özdeşleşme düzeyi veya derecesi olarak anlaşılmalıdır. Örgütsel özdeşleşme kişinin değerleri, hedefleri, inançları, özellikleri ve yetenekleri gibi bireysel kimliği ile örgüt kimliği arasında kurduğu bağ ile devam eden bir bütünleşme sürecidir. Bu nedenle örgütsel özdeşleşme, çalışanların örgütsel bağlılığını artıran önemli bir unsurdur. Örgütsel özdeşleşmenin işletme ve yönetim bilimi açısından bu önemi alan yazınında konuya olan ilgiyi artırmaktadır. Bu araştırmada, örgütsel özdeşleşme konusunda alan yazının genel bir görünümünü çıkarmak amacıyla uluslararası literatür belirli kıstaslar doğrultusunda bibliyometrik analiz yöntemi ile incelenmiştir. Araştırmada, makalenin yayınlandığı ülke, dergi, yayınlanma yılı ve yazarlar gibi kıstaslar kullanılmıştır. Bu kıstaslar kapsamında Web of Scince, Sosyal Bilimler Atıf İndeksi (SSCI) üzerinden ulaşılan 234 adet makale değerlendirilmiştir. Makalelere ait analizler Web of Science ve VOSviewer uygulamaları ile gerçekleştirilmiştir. Yapılan analizler sonucunda ulaşılan bulgular doğrultusunda, yayınlanan en eski tarihli makalenin 1970 yılında yayınlandığı ve yıllar itibarıyla makale sayısında artış olduğu görülmektedir. En fazla makalenin “Uluslararası İnsan Kaynakları Yönetimi, İşletme Etiği, Mesleki ve Örgütsel Psikoloji” dergilerinde yayınlandığı görülmektedir. Ortak kelime analizi sonucuna göre örgütsel özdeşleşme, sosyal kimlik, performans, iş, bağlılık, kimlik, etki, iş-tatmini, öncüller, davranış ve vatandaşlık davranışı kelimeleri öne çıkan kelimeler olarak konu hakkında yapılan çalışmalarda en sık tercih edilen anahtar kelimelerdir.

**Anahtar Kelimeler:** Örgütsel Özdeşleşme, Örgütsel Bağlılık, Örgütsel Vatandaşlık, Alan Yazın İncelemesi, Bibliyometrik analiz



# 118.

## Organizational Identity Bibliometric Analysis

ÖRGÜTSEL KİMLİK BİBLİYOMETRİK  
ANALİZİ

Özgür ÇARK\*

### Abstract

Organizational identity is a concept that describes the character, personality and status of the organization as a distinctive feature. It is seen that the organizational identity, which had a more stable structure in the past, has evolved into a more dynamic structure with modernism and postmodernism. In addition, organizational commitment is a very important concept in terms of organizational efficiency and organizational performance, as it has a function that directs the perception of employees on issues such as what is valuable and what is worthless. For this reason, the

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concept of organizational identity has attracted the attention of social scientists. In line with this increasing interest, the literature is expanding and diversifying. In this research, the international literature was examined with the bibliometric analysis method in line with certain criteria in order to get a general view of the literature on organizational identity. In the research, criteria such as the country in which the article was published, the journal, the year of publication and the authors were used. Within the scope of these criteria, 149 articles accessed through Web of Science, Social Sciences Citation Index (SSCI) and Emerging Sciences Citation Index (ESCI) were evaluated. The analyzes of the articles were carried out with Web of Science and VOSviewer applications. In line with the findings obtained as a result of the analyzes, it is seen that the oldest published article was published in 1995. It is seen that the most articles were published in the journal of Organization Studies. According to the results of the common word analysis, image, organizational identity, identification, management, responses, strategic change and legitimacy are the most frequently preferred keywords in the studies.

**Keywords:** Organizational Identity, Organizational Identification, Literature Review, Bibliometric analysis

## ÖZET

Örgütsel kimlik bir örgütün ayırt edici bir özelliği olarak, örgütün karakteri, kişiliği ve durumunu tasvir eden bir kavramdır. Eski zamanlarda daha durağan bir yapıya sahip olan örgütsel kimliğin modernizm ve postmodernizm ile birlikte daha dinamik bir yapıya tekâmül ettiği görülmektedir. Ayrıca örgütsel kimlik

neyin deęerli, neyin deęersiz olduęu gibi konularda alıřanların algısını ynlendiren bir iřleve sahip olması bakımından rgtsel baęlılık, rgtsel verim ve rgtsel performans aısından olduka nemli bir kavramdır. Bu nedenle rgtsel kimlik kavramı sosyal bilimcilerin ilgisini eken bir kavram olmuřtur. Artan bu ilgi doęrultusunda alan yazını eřitlenerek giderek geniřlemektedir. Bu arařtırmada, rgtsel kimlik konusunda alan yazının genel bir grnmn ıkarmak amacıyla uluslararası literatr belirli kıstaslar doęrultusunda bibliyometrik analiz yntemi ile incelenmiřtir. Arařtırmada, makalenin yayınlandıęı lke, dergi, yayınlanma yılı ve yazarlar gibi kıstaslar kullanılmıřtır. Bu kıstaslar kapsamında Web of Scince, Sosyal Bilimler Atıf İndeksi (SSCI) ve Geliřen Kaynaklar Atıf İndeksi (ESCI) zerinden ulařılan 149 adet makale deęerlendirilmiřtir. Makalelere ait analizler Web of Science ve VOSviewer uygulamaları ile gerekleřtirilmiřtir. Yapılan analizler sonucunda ulařılan bulgular doęrultusunda, yayınlanan en eski tarihli makalenin, 1995 yılında yayınlandıęı grlmektedir. En fazla makalenin Organization Studies dergisinde yayınlandıęı grlmektedir. Ortak kelime analizi sonucuna gre imaj, rgtsel kimlik, zdeřleřme, ynetim, yansımalar, stratejik deęiřim, meřruiyet kelimeleri ne ıkan kelimeler olarak konu hakkında yapılan alıřmalarda en sık tercih edilen anahtar kelimelerdir.

**Anahtar Kelimeler:** rgtsel Kimlik, rgtsel zdeřleřme, Alan Yazın İncelemesi, Bibliyometrik analiz

# 119.

## MARKALAŞMA STRATEJİLERİNDE YENİ AKIM: İSİMSİZLEŞEN MARKALAR (DEBRANDING) VE SADELEŞEN LOGOLAR

Seda GÖKDEMİR EKİCİ\*

### ÖZET

1960'lı yıllardan itibaren dünyaca bilinirliği artan ve her geçen gün etkisini daha da hissettiren “Minimalizm” akımı, hayatımızın her alanında kabul görmektedir. Sadeleşme ve her alanda sadelik yaratma prensibinin temel alındığı akım, pazarlama alanında da etkisini göstermeye başlamıştır. Rekabetin bu kadar yoğun, seçeneklerin bu denli fazla olduğu postmodern tüketim ortamında markalar fark edilmek adına sadeleşme yolunu tercih etmeye başlamıştır. Sadeleşme yolunda izlenen stratejilerden bir tanesi de Debranding adıyla isimsizleştirme stratejisidir. Ünlü markalar logolarında sadeleşmeye giderek bu akımın

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öncüsü olmaya başladılar. Gerek ürün ambalajlarında, gerek marka logolarında yaptıkları değişimlerin ekseninde basitlik, kolay tanınırlık, anlaşılabilirlik ve sadelik kilit rol oynamakta. “Debranding” birkaç yıldır çok yaygın bir pazarlama trendi olarak kullanılmakta ve aynı zamanda bu trend köklü markalar için tanınabilirlik gücünü göstermede de bir fırsat olarak kullanılmaktadır. Bu çalışma kavramsal bir çalışma olup, bu çalışmanın isimsizleştirme (debranding) stratejisi ve sadeleşen markalar üzerine kavramların tanımlanmasına ve sınırlarının belirlenmesine katkı sağlaması planlanmaktadır.

**Anahtar Kelimeler:** Debranding, İsimsizleştirme, Sadeleşme, Minimalizm

# 120.

## PANDEMİ DÖNEMİNDE TÜKETİCİLERİN ALIŞVERİŞ ALIŞKANLIKLARINDA YAŞANAN DEĞİŞİMLER

Seda GÖKDEMİR EKİCİ\*

### ÖZET

2020 yılının Ocak ayı itibariyle tüm dünya COVID-19 salgınıyla tanıştı. İnsanlığın hazırlıksız yakalandığı bu salgın süreci, sosyal hayatları kısıtlanan, hayatta kalma mücadelesi veren tüketicileri de tüketim davranışlarında değişime gitmeye zorladı. Evden çalışmanın, online eğitim almanın, sosyal medya kullanarak sosyalleşmeye çalışmanın yanı sıra alışveriş deneyimlerimizin birçoğu da online platformlara taşındı. Planlama yapmanın nerdeyse imkansız olduğu pandemi ortamında, satın alma dinamikleri de hızla değişim

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göstermiştir. Stratejilerini oluşturmada büyük sıkıntı yaşayan işletmeler için online hizmet vermenin önemi anlaşılmış, birçok geleneksel yöntemle faaliyet gösteren işletme hizmet alanlarına online hizmetleri de eklemek durumunda kalmıştır.

Sosyalleşme alanlarında yaşanan sorun ve kısıtlamalar, tüketicilerin evlerinde geçirdiği zamanı arttırmış, hayatlarındaki önceliklerin değişimine sebep olmuş, öncelikli tüketim grubu içerisinde özellikle gıda ve sağlık ürünlerinin girmesi sonucunu doğurmuştur. Bu durum kısa bir süre içerisinde tüketicinin satın alma alışkanlıklarında majör değişimleri de beraberinde getirmiştir. Bu çalışma pandemi sürecinde (2020-2021) tüketicilerin alışveriş alışkanlıklarında yaşanan değişimleri kavramsal bir çerçevede değerlendirmek amacıyla oluşturulmuştur.

**Anahtar Kelimeler:** Pandemi, Tüketici Davranışları, Salgın süreci, Alışveriş Alışkanlıkları, Pazarlama

# 121.

## **Metaverse:** The New Source of Hedonism in the Future?

Selçuk Yasin YILDIZ\*

### **Abstract**

**W**eb 2.0, which enables today's internet users to produce more original content, has made significant contributions to the democratization and liberation of the internet world. In this way, users involved in content production, instead of just consuming the presented content, have been able to share in common to the extent that they can maximize their collective intelligence. In the internet universe, the huge world of common sharing, a new concept has started to become popular in the last few months. This concept is Metaverse. Metaverse

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offers quite different alternatives to humanity. The Metaverse infrastructure, which allows individuals to experience the possibilities they can access in the real world, also in the virtual world, is not restrictive for a real identity for now. For this reason, it is foreseen that people will act with more independence and more freedom in many matters. It is assumed that individuals who are bored with the living conditions of the real world will use this freedom as much as possible. The fact that real identity is not mandatory paves the way for individuals to behave more independently and more liberty. This independence and liberty offer a more pleasurable and enjoyable life, happiness, and contentment. Therefore, individuals who exhibit free behaviors can also engage in independent behaviors in terms of consumption. For this reason, it can be considered that there is a connection between hedonic shopping motivations and Metaverse, which brings out behaviors such as multisensory, fantasy, and emotive evoke. In this study, the studies on Metaverse and hedonism in the literature were examined, and the links between them were revealed. In this way, with the help of alternative identities such as avatars and virtual nicks, predictions have been made about how users who hide their real information can act on pleasure in Metaverse.

**Keywords:** Metaverse, hedonism, hedonic shopping motivation

# 122.

## The Problem of “Distance” in Questionnaires and Scales

Selim ÇAM\*

### Abstract

Questionnaires and scales, in which information is collected to measure the perceptions of people on a certain event or concept, are frequently used especially in the fields of social, political and health sciences. It is known that the answers to the likert type questions in the mentioned measurement tools have a certain hierarchy. Since the Likert expressions are on an ordinal scale, the equality of the distance between them is questioned. Despite this, researchers are trying to digitize more than one question by combining it with statistical

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techniques. This difficulty in measuring and testing personal perceptions also makes it difficult to evaluate the results of the analysis. The answers in the likert-type questions in the surveys force the participants to certain patterns. Therefore, it is predicted that the same answer given by each of the participants may not always be the same. In addition, since the answers given will reflect the perceptions of the people themselves, they may vary according to demographic characteristics. Rasch analysis was used in this study to calculate possible changes. The intelligibility of a previously tested scale consisting of likert statements was examined by the participants. At the same time, an answer was sought to the question of whether the limits available in the questionnaires and scales are affected by the answers given by the participants.

The scale used in the study consists of answers to a previously studied 36-questions. Analysis was carried out with the help of Jamovi v.2.2.3.0 open source package program. It has been revealed that the developed scales should be examined not only with internal consistency but also with the clarity of the answers. Using Rasch analysis; It was understood how successful the questions in the scale were in measuring the perceptions of the participants and how much they differed in the change of perceptions. As a result of the analysis, it was revealed that some of the scale questions could not be understood by the consumers (Outfit>1.2), and some questions directed the consumers (Outfit<0.8). It was calculated that the difference between the options in the statements was not one unit, on the contrary, there was a difference of 3.41 units between strongly disagree - disagree, 0.4 unit between disagree - undecided, 0.2 unit between

undecided - agree and 0.4 unit between agree - strongly agree. It was understood with the results that the average of the scale should be above 4.5 units in order for the perceptions of the participants to be positive. At the same time, the questions that fail to measure the perception of the participants should be removed and re-evaluated.

**Keywords:** Questionnaire, Scale, Rasch Analysis

# 123.

## Financial Policies to Ensure Justice in Income Distribution in the Islamic Economy

İSLAM EKONOMİSİNDE GELİR  
DAĞILIMINDA ADALETİ SAĞLAMAYA  
YÖNELİK MALİ POLİTİKALAR

Serpil AĞCAKAYA\*

Ferhan ÇAKIR\*\*

Çivril Atasay Kamer \*\*\*

### Abstract

The conflict between justice and efficiency in today's financial structures has not been fully resolved yet. The aim of ensuring justice in the distribution of income, which is one of the main objectives of financial policies, has mostly been pushed to the background, and efficiency towards the growth target has come to the fore. Although Islam does not

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adopt an understanding of absolute equal ownership, it does not approve of the existence of gaps between high and low income groups. As a structure based on the coexistence of different income groups, ensuring justice in income distribution and thus establishing social peace has been the primary goal of the Islamic state understanding in the historical process. When the financial structures of Islamic civilizations from past to present are examined, it is observed that they have been shaped in line with the basic economic principles of Islam. Institutions such as zakat, interest-free financing methods, and waqfs-funds within this structure are the basic elements that ensure justice in the distribution of income. In this study, the place and application practices of these elements in the financial systems of Islamic states were examined, and various suggestions were made to make use of these methods to improve justice in the distribution of income in today's financial systems.

**Keywords:** Islam, Justice in the Distribution of Income, Interest Restriction, Zakat, Waqf

## ÖZET

Günümüz mali yapılarında adalet ve etkinlik arasındaki çatışma henüz tam çözülebilmiş değildir. Maliye politikasının temel amaçlarından birisi olan gelir dağılımında adaleti sağlama amacı çoğu zaman ikincil plana itilerek, büyüme hedefine yönelik olarak etkinlik ön plana çıkmıştır. İslam mutlak bir eşit mülkiyet anlayışını benimsememekle birlikte yüksek ve düşük gelir grupları arasında uçurumların olmasını da onaylamamaktadır. Farklı gelir gruplarının bir arada yaşaması temeline dayanan bir yapı olarak gelir dağılımında adaletin sağlanması ve dolayısıyla sosyal

barışının tesisi tarihsel süreç içerisinde İslami devlet anlayışının öncelikli hedefi olmuştur. Geçmişten günümüze İslam medeniyetlerinin mali yapıları incelendiğinde İslam dininin temel iktisadi prensipleri doğrultusunda şekillendikleri gözlenmektedir. Bu yapı içerisinde yer alan zekât, faizsiz finansman yöntemleri ve vakıflar-sandıklar gibi kurumlar gelir dağılımı adaletinin gerçekleştirilmesini sağlayan temel unsurlar olarak yer almaktadır. Çalışmada söz konusu unsurların İslam devletlerinin maliye sistemlerindeki yeri ve uygulama alanları incelenmiş, günümüz maliye sistemlerine gelir dağılımı adaletini iyileştirmede söz konusu yöntemlerden istifade edilmesi noktasında çeşitli öneriler sunulmuştur.

**Anahtar Kelimeler:** İslam, Gelir Dağılımı Adaleti, Faiz Yasağı, Zekât, Vakıf

# 124.

## ÇOCUKLARA YÖNELİK SOSYAL KORUMA POLİTİKALARI

(2020–22 DÜNYA SOSYAL KORUMA RAPORU PERSPEKTİFİNDEN)

Sevgi IŞIK EROL\*

### ÖZET

Sosyal koruma politikaları, çocukların gelişimini ve refahını iyileştirmek, tüm çocukların tam potansiyellerine ulaşmalarına yardımcı olmak ve aile geçim kaynaklarını ve bakım ihtiyaçlarını desteklemek için kritik öneme sahiptir. Sonuçta, yoksulluğun çocuklar üzerindeki etkileri yıkıcıdır. Çocukların yoksulluk içinde yaşama olasılığı yetişkinlerden iki kat daha fazladır. Çocuklukta yaşanan yoksulluk deneyimleri bir ömür boyu sürebilir ve yetersiz beslenme ve yetersiz eğitim gibi yoksunluğun etkileri nesiller boyunca devam edebilir. Çocuklara

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yönelik sosyal koruma politikaları yoksulluk, sosyal ve ekonomik kırılganlık kısır döngülerini kıran önemli bir sosyal politika aracıdır. Çocuklara yeterli sosyal koruma sağlamanın önemi, uzun süredir hem ILO'nun hem de UNICEF'in gündeminde yer almaktadır. Sosyal koruma hakkı, yaşamın her aşamasında herkes için geçerlidir. Sosyal koruma hakkı, İnsan Hakları Evrensel Beyannamesi'nde, ILO Sözleşme ve Tavsiye Kararlarında ve Çocuk Hakları Sözleşmesi'nde açıkça belirtilmiştir. Çocuklar için sosyal korumanın önemine rağmen, çocukların büyük çoğunluğu hala etkin sosyal güvenlik kapsamında değildir. ILO araştırmalarına göre, önemli bölgesel farklılıklarla birlikte, dünya genelinde çocukların yalnızca %26,4'ü, yani dört çocuktan yalnızca biri sosyal koruma kapsamındadır. Öte yandan dünyadaki çocukların %73,6'sı sosyal koruma kapsamında değildir. 2013 yılında tahmini %19,5 olan çocukların aşırı yoksulluk oranı, 2017'de %17,5'e gerileyerek mütevazı bir ilerleme kaydedilmiş olsa da Covid-19 çocuk sağlığına büyük darbe vermiştir. Covid-19'un yoksul hanelerde yaşayan çocuk sayısını 142 milyondan fazla artırarak yaklaşık 725 milyona çıkardığı tahmin ediliyor. Sosyal koruma kapsamı bu çocukları da kapsayacak şekilde acilen genişletilmelidir. Konunun önemi nedeniyle bu çalışmada çocuklara yönelik sosyal koruma politikaları 2020-22 Dünya Sosyal Koruma Raporu perspektifinden ele alınmaktadır. Teorik çerçevede ele alınan çalışma, Uluslararası Çalışma Örgütü (ILO) ve Birleşmiş Milletler Çocuklara Yardım Fonu'ndan (UNICEF) elde edilen verilere göre açıklanmaya çalışılmıştır.

**Anahtar Kelimeler:** Sosyal Koruma, Çocuk, Koruma Politikaları, UNICEF

# 125.

## KADIN ÇALIŞANLAR AÇISINDAN COVID-19'UN HAZIR GİYİM SEKTÖRÜNE ETKİLERİ

Sevgi IŞIK EROL\*

### ÖZET

**C**ovid-19 salgınının yayılmasını yavaşlatmak için getirilen kısıtlamalar, markaların ve perakendecilerin sözleşmelerini feshetmesi, siparişleri iptal etmesi, sevkiyatları geciktirmesi ve tedarik zincirini bozmasıyla hazır giyim sektöründe talepte çökmeye yol açmıştır. Markalar siparişlerini iptal ettikçe, sonuçlar tedarik zincirindeki en savunmasız kişiler, yani işçiler tarafından orantısız bir şekilde hissedilmektedir. Hazır giyim sektöründe dünya genelinde %80'i kadın olmak üzere 65 milyon işçi istihdam edilmektedir. Hazır giyim sektöründe çalışan kadınlar, en savunmasız, marjinalleştirilmiş kötü çalışma koşullarında orantısız bir şekilde temsil

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edilmektedir. Üstelik Covid-19 krizinden önce bile kadın işçilerin çoğu hazır giyim sektöründe zorlu koşullarda çalışıyordu ve çalışma saatleri çok uzun ama ücretleri çok düşüktü. Öyle ki, Covid-19 krizinden önce hazır giyim sektöründe çalışanlar genellikle haftanın 7 günü, günde 14-16 saat çalışıyorlardı. Yoğun sezonda, hazır giyim sektörü çalışanları moda markasının son teslim tarihini karşılamak için gece 2 veya 3'e kadar çalışıyorlardı. Temel ücretleri çok düşüktür. Bazı işyerlerinde fazla mesai ücretleri ödenmediği için fazla mesai yapmayı reddeden işçiler işten çıkarılma riskiyle karşı karşıya kalmıştır. Böylece Covid-19 kriziyle birlikte sektördeki kadın çalışanların elverişsiz çalışma koşulları daha da derinleşmiştir. Covid-19 krizi öncesi yaşanan küresel krizler, erkek ve kadın işçilerin bir krizin etkilerini farklı şekilde yaşadıklarını göstermiştir. Kadın işçiler, işgücüne katılımlarının doğası ve evdeki sorumluluklarının sosyal ve ailevi beklentileri nedeniyle, erkek işçilere kıyasla küresel ekonomik krizlerden orantısız şekilde etkilenmektedir. Bu faktörler, işgücünün çoğunluğunu oluşturdukları ve belgelenmiş cinsiyet eşitsizliği kalıpları altında çalıştıkları hazır giyim sektörü de dahil olmak üzere birçok sektörde kadın işçileri etkilemektedir. Küresel ekonominin geleceğine ilişkin belirsizlik ve işletmelerin, hükümetlerin ve işçilerin karşı karşıya olduğu yeni gerçeklerin, Covid-19 krizinin kadınlar üzerindeki olumsuz etkilerini daha da kötüleştirir. Teorik çerçevede ele alınan bu çalışmada kadın çalışanlar açısından Covid-19'un hazır giyim sektörü üzerindeki etkileri Uluslararası Çalışma Örgütü'nden (ILO) elde edilen veriler doğrultusunda ele alınmıştır.

**Anahtar Kelimeler:** COVID-19, Hazır Giyim, Kadın Çalışan

# 126.

## MİKRO VE KÜÇÜK İŞLETMELERDE ÇALIŞANLARIN SOSYAL GÜVENLİK SORUNU

Sevgi IŞIK EROL\*

### ÖZET

**D**üşük istihdam kapasitesine sahip mikro ve küçük işletmelerin tek bir tanımı olmamasına rağmen, genellikle 2 ila 9 çalışanı olan işletmeler mikro işletmeler, 10 ila 49 çalışanı olan işletmeler ise küçük işletmeler olarak bilinmektedir. ILO'nun verilerine göre, dünya çapındaki işçilerin çoğunluğu mikro ve küçük işletmelerde çalışmaktadır. Buna göre 10 işçiden 7'si kendi hesabına veya küçük işletmelerde çalışmaktadır. Birçok mikro ve küçük işletme kayıt dışı olarak faaliyetlerine devam etmektedir. Ancak mikro ve

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küçük işletmelerin resmi olarak kayıtlı olduğu yerlerde bile işçilerine yeterli seviyede iş ve sosyal koruma garantisi verilmemektedir. Bunun nedeni mikro ve küçük işletmeler, düşük verimlilikleri ve sınırlı idari ve mali kapasiteleri nedeniyle genellikle asgari ücret düzenlemelerine ve sosyal güvenlik mevzuatına uyum sağlamakta güçlük çekmektedir. Öte yandan sosyal güvenlik, işsizlik, kaza, engellilik, hastalık, analık, yaşlılık ve ölüm gibi sosyal risklerin yol açabileceği gelir azalması, gelir kesilmesi ve gider artışlarına karşı bireylerin güvenliğini sağlamaya çalışan önemli bir sosyal politika aracıdır. Sosyal güvenlik eksikliği, mikro ve küçük işletmelerde çalışanlar ve aileleri için savunmasızlık, yoksulluk, yoksunluk ve sosyal dışlanmanın başlıca nedeni olabilir. Sosyal güvencenin olmaması sadece çalışanları ve ailelerini etkilemez; mikro ve küçük işletmelerin daha yüksek verimlilik, üretkenlik ve ekonomik büyüme düzeylerine geçişini engelleyebilecek bir iş riski de oluşturmaktadır. Bu nedenle mikro ve küçük işletmelerde çalışanların sosyal güvenlik kapsamının genişletilmesi onlara sağlık ve eğitim hizmetlerine erişim, beşerî sermayelerini artırma, kendilerini ve ailelerini yoksulluktan kurtarma konusunda önemli fırsatlar sağlamakla kalmaz aynı zamanda işletmelerin sürdürülebilirliğine ve ülkelerinin ekonomik ve sosyal kalkınmasına da olumlu katkı sağlamaktadır. Ekonomide istihdamın artırılmasında mikro ve küçük işletmelerin önemi düşünüldüğünde, sosyal güvenlik sisteminin bu işletmelerde çalışanları da kapsayacak şekilde yaygınlaştırılması büyük önem arz etmektedir. Teorik bir çerçevede ele alınan bu çalışmada, Uluslararası Çalışma Örgütü'nden (ILO) elde edilen veriler doğrultusunda sosyal güvenliğin kapsamının mikro ve küçük işletmelerde çalışanları da

kapsayacak şekilde genişletilmesine yönelik stratejiler ele alınmaya çalışılmıştır.

**Anahtar Kelimeler:** Mikro İşletmeler, KOBİ, Sosyal Güvenlik, Çalışan

# 127.

## **Growth Hypothesis in Relationship of Renewable Energy Consumption and Growth: The Example of Turkey**

Sidar ATALAY ŞİMŞEK\*

### **Abstract**

**E**nergy, which is a basic and indispensable element for human life, has become an important criterion for economic and social development. Many of the world's countries are turning to renewable energy in solving problems related to energy such as the limitation of fossil fuels, global warming, increasing environmental costs, increasing consumption due to rapid population growth, etc. Renewable energy is inexhaustible and self-renewing energy in nature. Among the types of this energy are energies such as solar energy, wind energy, geothermal energy, hydroelectric energy,

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wave energy, biomass. For sustainable growth, energy resources must be sustainable. Considering the long-term efficient use of energy resources, their costs and social effects, it is seen that there is an indirect connection between renewable energy resources and sustainability. In this study, the causality analysis between renewable energy consumption and growth between the years 1995-2018 in Turkey was examined. In this study, firstly, unit root test of all variables was carried out in order to test the stationarity of the series. The information criterion was used to determine the optimal lag length. Assumption tests have been applied whether the Vector AutoRegressive (VAR) model will be used or not. In this framework, the Autocorrelation LM test was performed to determine the first assumption that there was no autocorrelation problem. The White Heteroskedasticity test was used to analyze the second assumption, the absence of varying variance. Finally, the parameter stability test was tested with the AR Roots test for the assumption tests. By using the Impact-Response analysis, the direction and degree of response of the variables in the Vector AutoRegressive (VAR) model to any shock occurring in the error terms were investigated. In addition, the causality test between the variables was carried out with the VAR Granger Causality test. According to the results of the VAR Granger Causality test, there is a unidirectional causality running from renewable energy consumption to growth in the short run. As a result of the findings obtained, the validity of the growth hypothesis in Turkey between the years 1995-2018 has been determined. According to this hypothesis, energy demand plays an effective role on economic growth as it is complementary to labor and capital. Therefore, it is important to support policies for



replacing traditional energy sources with renewable energy sources in Turkey.

**Keywords:** Growth Hypothesis, Renewable Energy, Turkey, Vector Auto Regressive Model

# 128.

## Development of Pre-School Education Institutions in the Years of Independence

BAĞIMSIZLIK YILLARINDA OKUL  
ÖNCESİ EĞİTİM KURUMLARININ  
GELİŞİMİ

Taleh HALİLOV\*

### Abstract

The study of the development of preschool and non-school institutions in the Republic of Azerbaijan is observed with the emergence of innovations and achievements in this field. A comprehensive review of the measures taken in the years of independence for the development of non-school educational institutions and the development of non-school educational institutions provides a basis

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for evaluating an important ground that promotes the development of education.

One of the main responsibilities of schools and other educational institutions is to organize the work of neglected children, orphans and children without parental care. Children of poor, neglected and poor families are often left out of school. The solution of this problem, which emerged as a result of Armenia's attack on the Republic of Azerbaijan, has reached a serious problem for the Azerbaijani government. Taking this into account, the Cabinet of Ministers of the Republic of Azerbaijan approved the "Action Plan for the problems of neglected and street children" with its decision dated April 11, 2003 and numbered 60. The implementation of many of the provisions of this plan was the direct responsibility of non-school education institutions. Necessary measures have been proposed to record and keep in mind such children so that they are not overlooked and become a harmful element to society.

The living standards of secondary school teachers in our country and the evaluation of their work have been kept in the center of attention and care of our state. In the last few years, educators' salaries have been increased several times.

In recent years, 8 non-school educational institutions have been built or rebuilt in the autonomous republic. The chess center in Nakhchivan has all the conditions for holding international fairs. Haydar Aliyev Child and Youth Creativity Center, Nakhchivan Regional Education Center, Nakhchivan Regional Education Center Vocational High School buildings were rebuilt and put into service. In September of this year, 2

schools, 1 kindergarten and 1 extra-school institution were built or renovated in Julfa. All conditions have been created in the Center for Technical Creativity, the Center for Environmental Education and the Center for Child Creativity.

Thus, the measures taken in the years of independence in the Nakhchivan Autonomous Republic for the development of non-school institutions, especially non-school educational institutions, created conditions for the development of general education in the region and success in this field.

**Keywords:** Nakhchivan, preschool education, child, teacher, classroom

## ÖZET

Azerbaycan Cumhuriyeti'nde okul öncesi ve okul dışı kurumların gelişiminin incelenmesi, bu alanda yeniliklerin ve başarıların ortaya çıkmasıyla gözlenmektedir. Bağımsızlık yıllarında okul dışı eğitim kurumlarının geliştirilmesi ve okul dışı eğitim kurumlarının geliştirilmesi için alınan önlemlerin kapsamlı bir incelemesi, eğitimin gelişimini teşvik eden önemli bir zeminin değerlendirilmesi için bir temel sağlar.

Okulların ve diğer eğitim kurumlarının temel sorumluluklarından biri, ihmal edilmiş çocukların, yetimlerin ve ebeveyn bakımından yoksun çocukların çalışmalarını organize etmektir. Yoksul, ihmal edilmiş ve yoksul ailelerin çocukları genellikle okul dışında bırakılmaktadır. Ermenistan'ın Azerbaycan Cumhuriyeti'ne yönelik saldırısı sonucunda ortaya çıkan bu sorunun çözümü, Azerbaycan hükümeti için ciddi bir sorun boyutuna ulaşmıştır. Bunu dikkate

alan Azerbaycan Cumhuriyeti Bakanlar Kurulu, 11 Nisan 2003 tarih ve 60 sayılı kararı ile “ihmal edilen ve sokak çocuklarının sorunlarına yönelik Eylem Planı”nı onayladı. Bu planın hükümlerinin birçoğunun uygulanması, okul dışı eğitim kurumlarının doğrudan sorumluluğundaydı. Bu tür çocukların göz ardı edilmemeleri ve topluma zararlı bir unsur haline gelmemeleri için kayıt altına alınması ve akılda tutulması için gerekli tedbirler önerilmiştir.

Ülkemizdeki ortaokul öğretmenlerinin yaşam standartları ve çalışmalarının değerlendirilmesi devletimizin ilgi ve özen merkezinde tutulmuştur. Son birkaç yılda, eğitimcilerin maaşları birkaç kez artırıldı.

Son yıllarda, özerk cumhuriyette 8 okul dışı eğitim kurumu inşa edildi veya yeniden inşa edildi. Nahçıvan’daki satranç merkezi, uluslararası fuarlar düzenlemek için tüm koşullara sahiptir. Haydar Aliyev Çocuk ve Gençlik Yaratıcılık Merkezi, Nahçıvan Bölge Eğitim Merkezi, Nahçıvan Bölge Eğitim Merkezi Meslek Lisesi binaları yeniden inşa edilerek hizmete açıldı. Bu yılın Eylül ayında Culfa’da 2 okul, 1 anaokulu ve 1 okul dışı kurum inşa edildi veya yenilendi. Teknik Yaratıcılık Merkezi, Çevre Eğitim Merkezi ve Çocuk Yaratıcılık Merkezi’nde tüm koşullar oluşturulmuştur.

Böylece Nahçıvan Özerk Cumhuriyeti’nde bağımsızlık yıllarında okul dışı kurumların, özellikle okul dışı eğitim kurumlarının geliştirilmesi için alınan önlemler, bölgede genel eğitimin gelişmesi için koşullar yaratmış ve bu alanda başarılar.

**Anahtar Kelimeler:** Nahçıvan, okul öncesi eğitim, çocuk, öğretmen, sınıf

# 129.

## The Relationship Between Ecological Crisis and Identity Crisis

EKOLOJİK KRİZ KİMLİK KRİZİ İLİŞKİSİ

Ufuk KARADAVUT\*

### Abstract

Today's world has experienced crises of different shapes and sizes for many years. It will continue to live in the coming years. However, the current ecological crisis is not as temporary or easily overcome as others. Because the ecological crisis has begun to lie intensely and effectively. We face drought, floods, temperature rises, sea-level rises and lack of production. The ecological crisis cannot be seen as a responsibility and fault that is equally imposed on all humanity. While there are close to one billion people around the world who eat

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well below the hunger line, there are millions of people who live very luxuriously. The total amount of carb that the African continent provides in a year is as much as the carbon that British airlines milk in a year. The imbalance between the rich and the poor encourages more exploitation of nature, and the ecological crisis continues to accelerate. Believe me, their insatiable demands and greed for consumption, the producers' greed to win, and their support for consumption have triggered unlimited production. As a result, the efforts to embrace nature and acquire property have increased. However, with the ecological crisis, human mobility has begun to occur due to reasons such as the ratio of dry areas, poverty and deprivation, malnutrition and failure to protect basic health.

A serious identity crisis has also started to emerge with migrations, refugee problems, failure to demonstrate necessary and sufficient harmony within the country, resistance of refugees to integration and anti-refugee opposition. The identity crisis has increased, especially with the eyes. A crisis situation is when individuals have confusion in their emotions, thoughts and behaviors and do not know what to do. Identity crisis, which started especially due to the sudden abandonment of the place of residence (inside or outside the country), increases further with the inability to adapt to the place where they live or the resistance to adaptation.

In this study, it is explained by giving examples how the movements that occur with the ecological crisis affect the identity crisis. It is possible to say that the ecological crisis has seriously affected all humanity and that the identity crisis has grown more than ever before in history.

**Keywords:** Ecological crisis, identity crisis, migrations, asylum seekers, adaptation

## ÖZET

Günümüz dünyası uzun yıllardır farklı şekillerde ve boyutlarda krizler yaşamıştır. Önümüzdeki yıllarda da yaşamaya devam edecektir. Ancak şu an yaşanan ekolojik kriz diğerleri gibi gelip geçici ya da üstesinden kolayca gelinebilecek gibi değildir. Çünkü ekolojik kriz yoğun ve etkili bir şekilde yalanmaya başlanmıştır. Kuraklık, seller, sıcaklık artışları, deniz seviyesindeki yükselmeler ve üretim eksikliği ile karşı karşıya kalmaktayız. Ekolojik kriz bütün insanlığa eşit şekilde yüklenen bir sorumluluk ve kusur olarak görülemez. Dünya genelinde açlık sınırının çok altında beslenene bir milyara yakın insan varken, çok lüks şekilde yaşayan milyonlarca insan bulunmaktadır. Afrika kıtasının bir yılda sağladığı toplam karbon miktarı İngiliz hava yollarının bir yılda sağladığı karbon kadardır. Zengin fakir arasındaki dengesizlik doğayı daha fazla sömürme konusunda teşvik edici olmakta ve ekolojik kriz hızlanarak devam etmektedir. İnanın doyum bilmez talepleri ve tüketim hırsı, üreticilerin kazanma hırsı ile tüketimi desteklemeleri beraberinde sınırsız üretimi tetiklemiştir. Bunun sonucu olarakta doğayı sahiplenme ve mülk edinme gayretleri artmıştır. Ancak bununla birlikte ekolojik kriz ile kurak alanların oranı, yoksulluk ve yoksunluk, yetersiz beslenme ve temel sağlığın korunamaması gibi nedenler ile insan hareketlilikleri yaşanmaya başlanmıştır.

Göçler, sığınmacı sorunları, ülke içinde gerekli ve yeterli uyumun gösterilememesi, uyum konusunda sığınmacıların direnç göstermesi ve sığınmacı karşıtlığı ile ciddi bir kimlik kriz de oluşmaya başlamıştır.



Kimlik krizi özellikle gözler ile daha da artmıştır. Kriz durumu bireylerin duygu, düşünce ve davranışlarında karmaşanın olması ve ne yapacağını bilememesidir. Özellikle yaşanan yerin ani olarak terkedilmesi (ülke içi veya dışı) nedeniyle başlayan kimlik krizi, yaşanan yere uyum sağlanamaması veya uyuma direnilmesi ile daha da artmaktadır.

Bu çalışmada ekolojik kriz ile birlikte oluşan hareketliliklerin kimlik krizini nasıl etkilediği örnekler verilerek anlatılmıştır. Ekolojik krizin bütün insanlığı ciddi oranda etkilediği ve kimlik krizinin tarihte hiç olmadığı kadar büyüdüğünü söylemek mümkündür.

**Anahtar kelimler:** Ekolojik kriz, kimlik krizi, göçler, sığınmacılar, uyum

# 130.

## An Evaluation on Smart City Practices in Turkey

TÜRKİYE’DE AKILLI KENT UYGULAMALARI  
ÜZERİNE BİR DEĞERLENDİRME

Vedat YILMAZ\*

### Abstract

**D**ue to the increase in the world population day by day, the limited natural resources have made it necessary to use the resources effectively and efficiently. In this context, rational solutions have begun to be sought for the problems that have become more complex than ever in the cities where the majority of the world’s population lives. The concept of smart city, which emerges as one of these solutions, is a set of applications that envisage

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managing the relationship between the environment and people in an intelligent way by utilizing information and communication technologies. It is important for a city to have smart people, smart transportation, smart governance, smart economy, smart life and smart environment components in order to be expressed as a smart city.

Smart cities have started to be built in Turkey, as in the world, in order to increase the opportunities and possibilities of the local residents, transform the cities into a more livable, more democratic, accountable, transparent and participation in the foreground. Smart city applications have a recent history in Turkey. For this reason, it can be said that smart city applications have not reached the desired level yet, but activities in this direction continue without slowing down. The aim of this study, which was prepared using a literature review and observation-based method, is to present general information about smart city applications that started recently in Turkey. In this context, in this study, firstly the concepts of city and smart city will be explained and then evaluations will be made by giving place to smart city applications in Turkey.

**Keywords:** City, Smart City, Smart City Applications, Turkey

## ÖZET

Dünya nüfusunun her geçen gün artmasına mukabil doğal kaynakların sınırlı olması, kaynakların etkin ve verimli bir şekilde kullanılmasını zorunlu kılmıştır. Bu bağlamda dünya nüfusunun çoğunluğunun yaşadığı kentlerde her zamankinden daha fazla karmaşık hale gelen sorunlarına yönelik rasyonel çözümler

aranmaya başlanmıştır. Bu çözümlerden biri olarak karşımıza çıkan akıllı kent kavramı, bilgi ve iletişim teknolojilerinden faydalanılarak çevre ve insan arasındaki ilişkiyi akıllı bir şekilde yönetmeyi öngören uygulamalar bütünüdür. Bir kentin akıllı kent olarak ifade edilmesi için akıllı insan, akıllı ulaşım, akıllı yönetim, akıllı ekonomi, akıllı yaşam ve akıllı çevre bileşenlerine sahip olması önem arz etmektedir.

Dünyada olduğu gibi Türkiye’de de yerelde yaşayanların imkan ve olanaklarının artırılması kentlerin daha yaşanabilir hale dönüştürülmesi daha demokratik, hesap verebilir, şeffaf ve katılımcılığın ön plana çıkarılmasına yönelik akıllı kentler inşa edilmeye başlamıştır. Türkiye’de akıllı kent uygulamaları yakın bir tarihi geçmişe sahiptir. Bu nedenle akıllı kent uygulamalarının henüz istenilen seviyeye ulaşmadığı ancak bu yönde faaliyetlerin hız kesmeden devam ettiği söylenebilir. Literatür taraması ve gözleme dayalı bir yöntem kullanılarak hazırlanan bu çalışmanın amacı, Türkiye’de yakın zamanlarda başlayan akıllı kent uygulamaları hakkında genel olarak bilgiler sunulmasıdır. Bu bağlamda çalışmada öncelikle kent ve akıllı kent kavramları açıklanacak ardından Türkiye’de akıllı kent uygulamalarına yer verilerek değerlendirmelerde bulunulacaktır.

**Anahtar Kelimeler:** Kent, Akıllı Kent, Akıllı Kent Uygulamaları, Türkiye

# 131.

## ÇEVRESEL BELİRSİZLİK, RİSK Mİ FIRSAT MI?

Yaşar AKÇA\*

### ÖZET

Çevre denildiğinde organizasyonun sınırları dışında kalan, işletmenin faaliyetlerinde ihtiyaç duyduğu fiziksel ve sosyal kaynaklara sahip güçlerin bütünü ifade edilmektedir. Söz konusu kaynakları; hammadde, işgörenler, teknoloji, enformasyon, hissedarlar, müşteriler ve finansal kurumlar oluşturur. İşletmelerin faaliyet gösterdiği çevre ortamında gelecekteki durumu öngörememesi ve çevrenin bileşenleri arasındaki ilişkileri anlama kabiliyetinin olmaması ise çevresel belirsizlik kavramıyla ifade edilmektedir. Küreselleşmenin beraberinde getirdiği yoğun rekabet, yenilik, hız,

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adaptasyon ve düşük maliyet talepleri işletmelerin faaliyetlerine yön vermektedir. Bugünün global işletme çevreleri yenilikçi ve hızlı çözümler talep eden müşteriler ve rekabetçi baskı tarafından şekillendirilmektedir. Bunlara ilave olarak çevresel belirsizliğin beraberinde getirdiği maliyet farklılıkları ve rekabetçi baskıdaki artış, işletmeleri birbirlerinin hareketlerine karşı daha savunmasız yapmaktadır. Yoğun çevresel belirsizlik şartları içinde işletmelerin rekabet üstünlüğü avantajını yakalayabilmesinin üç şartı vardır: yüksek kalite, düşük maliyet, verimlilikten kaynaklanan performans artışıdır. Belirsizlik ortamında faaliyet gösteren işletmeler özellikle etkinlik, kalite, yenilikçilik kapasitesi ile mal ve hizmetlerini iyileştirmedikçe varlıklarını sürdürmekte zorlanacaklardır. İşletmeler açık sistem yapısına sahip olduklarından değişimin itici gücünü çevresel belirsizlik oluşturmaktadır. Diğer taraftan işletmeler çevrelerindeki değişimlere reaksiyon gösterdiklerinde stratejilerini, yapılarını ve süreçlerini değiştirerek denge durumunu sürdürürler. Organizasyonel etkinliğin temel koşulu çevreye adaptasyonu gerçekleştirmektir. Çevreyi oluşturan faktörler de çabucak değişebilmektedir. İşletmeler, çevresel belirsizliklerin beraberinde getirdiği fırsatları hızla değerlendirmeli ve krizi fırsata çevirmelidir. Çevresel dinamizm, çevresel zenginlik ve çevresel komplekslik beraberinde çevresel belirsizliğe neden olmaktadır. Çevredeki yetersiz kaynaklar optimal performansın gösterilememesine yol açar. Zayıf çevrelerde organizasyonlar en son teknolojiyi veya en iyi girdileri elde ederek müşterileri çekmeye çalışırlar. Çevrenin kompleks, kaynakların kıt olduğu yerlerde organizasyonlar en büyük belirsizlikle karşı karşıyadırlar. Bunun tersine zengin, durağan, basit

evrede, kaynaklara ulaşmanın kolay olduėu yerlerde belirsizlik düşüktür.

**Anahtar Kelimeler:** Çevresel belirsizlik, Çevresel dinamizm, Çevresel zenginlik, Çevresel komplekslik.

# 132.

## KKP Sistemi Kurulum Süreci

Yaşar AKÇA\*

### ÖZET

İşletmeler yoğun bilgisayar teknolojisi yatırımları yapmaktadırlar. Büyük ilgi çeken ve özellikle büyük işletmelerde çok kullanılan yönetim enformasyon sistemlerinden biri, kurumsal kaynak planlaması (KKP) sistemi yazılımlarıdır. KKP yazılımları uzman sistemlerdendir. Uzman sistem terimi normalde insan uzmanlığı gerektiren problemleri çözümlemekte bilgisayarlarda tutulan bilginin uygulanmasını kapsamaktadır. Kurumsal kaynak planlaması kavramı ise gerçek zamanlı planlama, üretim, müşteri yönetimi, kaynakların yönetimi, kalite kontrol, aktif yönetimi, dağıtım, satış,

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elektronik ticaret, tedarik zinciri yönetimi, otomasyon ve entegrasyon kolaylıklarıyla organizasyona tek enformasyon teknolojisi mimarisini sunan yazılım sistemi paketini ifade etmektedir. İşletme faaliyetlerinde maliyetlerin azaltılması, hızlı uygulama ve yüksek sistem kalitesi gibi kronik sistem dizayn problemleri için KKP sistemi yenilikçi bir çözüm sunmaktadır. Diğer işletmelerle rekabette olmazsa olmaz niteliktedir. Organizasyona omurga ve dijital sinir sistemi işlevi sağlamaktadır. Bu çalışmanın hedeflediği katkı; bir yönetim enformasyon teknolojisi yeniliği olan KKP sisteminin işletmeye kurulum sürecini ortaya koymaktır. Ayrıca KKP sistemi uygulama sürecinde karşılaşılan güçlükler tanımlanarak bunları ortadan kaldıracak çözümler geliştirilmiştir. KKP projelerinin uygulanmasında alışılmadık şekilde yüksek oranlarda başarısızlıklar rapor edilmektedir. Endüstriden endüstriye değişmekle birlikte söz konusu başarı oranı, %50'ye kadar düşebilmektedir. Dolayısıyla KKP sistemini uygulayan işletme için ya rekabetçi avantaj oluşturmakta ya da büyük miktarlarda paranın boşa harcanması gibi yararsız bir uğraş haline gelmektedir. Hatta firma için iflasa yol açarak ölümcül bile olabilmektedir. Dolayısıyla KKP sistemlerinin başarısı kurulumla belirlendiğinden, KKP kurulumunun üzerinde dikkatli çalışılması ve iyi yönetilmesi gereken bir süreç olduğu anlaşılmaktadır. Başarısız kurulum, başarısız enformasyon yatırımı demektir. Başarısızlık pahalı bir tecrübe olarak işletme hafızasına kazınacaktır.

**Anahtar Kelimeler:** Kurumsal Kaynak Planlaması, Sistem Kurulum Süreci, Sistemsel Riskler.

# 133.

## **Analysis of Turkey's Contribution to the Global Development Agenda in the Context of Development Policies**

TÜRKİYE'NİN KÜRESEL KALKINMA  
GÜNDEMİNE KATKISININ KALKINMA POLİT  
İKALARI BAĞLAMINDA ANALİZİ

Yıldız ATMACA\*

### **Abstract**

**D**evelopment is an important concept that aims to strengthen fundamental rights and freedoms and raise the level of welfare by increasing living standards. Aiming to make a safe and fair living environment permanent, development emphasizes the understanding of “qualified people” and “strong society”. It evaluates the studies carried out by following the issues in international organizations related to human rights within the scope

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of the general interest of the country. In particular, bringing the problems of developing countries to the global agenda, offering solutions to these problems and taking an active role in the solution of global problems is a basic goal of development. At this point, efforts to improve global governance continue and form a close cooperation with the participating countries. It works to reflect sustainable development goals and principles in sectoral and thematic documents. This study aims to analyze Turkey's contribution to the global development agenda. In order to increase Turkey's international visibility, the whole of its activities with international organizations has been examined. In line with the related activities, the development policies created were evaluated. In the study, document analysis and content evaluation, which are qualitative research methods, were used. Turkey's five-year development plans have been an important data for the study. As a result of the study, it has been understood that Turkey has made significant contributions to the development agenda on the global platform.

**Keywords:** Development, International Organizations, Global Agenda, Development Plans, Turkey

## ÖZET

Kalkınma, hayat standartlarını arttırarak, temel hak ve özgürlükleri güçlendirmeyi ve refah seviyesinin yükseltilmesini amaçlayan önemli bir kavramdır. Güvenilir ve adil bir yaşam ortamını kalıcı hale getirme amacı taşıyan kalkınma, “nitelikli insan” ve “güçlü bir toplum” anlayışına vurgu yapmaktadır. İnsan haklarıyla ilgili uluslararası örgütlerdeki konuları takip ederek yürütülen çalışmaları ülkenin

genel menfaati kapsamında deęerlendirmektedir. Özellikle, geliřmekte olan ülkelerin sorunlarını küresel gündeme taşıyarak bu sorunlara çözüm önerileri sunmak ve küresel nitelikteki sorunların çözümünde aktif rol almak, kalkınma olgusuna ait temel bir amaçtır. Bu noktada, küresel yönetiřimin geliřtirilmesine yönelik çabalar sürdürmekte ve taraf ülkelerle yakın bir iřbirlięi oluřturmaktadır. Sürdürülebilir kalkınma amaç ve ilkeleri ise sektörel ve tematik belgelere yansıtmak için çalışmaktadır. Bu çalışma, Türkiye'nin küresel kalkınma gündemine olan katkısını analiz etmeyi amaçlamaktadır. Türkiye'nin uluslararası görünürlüğünü arttırabilmek amacı ile uluslararası örgütlerle oluřturduęu faaliyetler bütünü incelenmiřtir. İlgili faaliyetler doęrultusunda, oluřturulan kalkınma politikaları deęerlendirilmiřtir. Çalışmada nitel araştırma yöntemlerinden doküman analizi ve içerik deęerlendirmesi kullanılmıřtır. Türkiye'nin beř yıllık kalkınma planları çalışmaya önemli bir veri olma özellięi taşıımıřtır. Çalışma sonucunda Türkiye'nin küresel platformda kalkınma gündemine önemli katkılar sunduęu anlařılmıřtır.

**Anahtar Kelimeler:** Kalkınma, Uluslararası Örgütler, Küresel Gündem, Kalkınma Planları, Türkiye

# 134.

## ENDÜSTRİ 4.0 VE İNSAN KAYNAKLARI KONULU ÇALIŞMALARA YÖNELİK BİR İÇERİK ANALİZİ

Yıldız TENTERİZ\*

Emre BİLGİN SARI\*\*

### ÖZET

**T**eknolojide son yıllarda yaşanan gelişmelerin neden olduğu etkiler dünyanın içinde bulunduğu dijital çağ ile açıklanmaktadır. Toplumum dijital dönüşüm ile karşı karşıya kaldıkları bu dönemde Endüstri 4.0 kavramı ortaya çıkmış ve işletmelerin faaliyetlerinde Endüstri 4.0 araç ve tekniklerinin kullanımına ağırlık vermeleri ile bu kavram günden güne yaygınlaşmıştır. Endüstri 4.0 ve dijital dönüşüm günümüzün en önemli konularından birisidir ve bu konu tüm iş birimlerini, sektörleri,

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ülkeleri ve insanların iletişimini etkilemeye devam etmektedir. Endüstri 4.0'ın beraberinde getirdiği avantajlar ve dezavantajlar kurum, kuruluş ve insanlar tarafından tartışılmaya devam ederken, ileri teknolojinin etkisinin farkında olmak ve buna uygun planlar yapmak tüm insanların ve organizasyonların temel sorumluluğundadır. İnsan kaynakları kurum ve kuruluşların dış ve iç müşteri için en önemli temsil yüzlerden birisidir. İnsan kaynakları departmanlarının temel amaçlarından biri olan bilgiyi yönetmek ancak teknoloji ile verimli, hızlı ve güvenli hale gelmektedir. İçinde olduğumuz dijital çağ işletmelerin insan kaynakları uygulamalarını da dönüştürmektedir. Bu dönüşüm dahilinde, Endüstri 4.0 ve insan kaynakları alanlarındaki yeni dinamikleri anlayabilmek ve yorumlayabilmek için her iki konuyla ilgili yapılmış bilimsel yayınların incelenmesine ihtiyaç duyulmaktadır. Bu ihtiyaçtan hareketle, bu çalışmada ise Endüstri 4.0 ve insan kaynakları üzerine yapılan ve Dergipark veritabanında yayınlanmış Türkçe makalelerin içerik analizi yapılmaktadır. Çalışma kapsamında incelemeye alınan makalelerin yayın zamanlarının, araştırma yöntemlerinin, veri toplama araçlarının, yazar sayılarının, amaçlarının ve anahtar kelimelerinin bir sistematik dahilinde belirlenmesi amaçlanmaktadır. Araştırma kapsamında 2017-2021 yılları arasında Dergipark veritabanında yayınlanmış olan 36 çalışma içerik analizine tabi tutulmuştur. Bu çalışma, Endüstri 4.0 ve insan kaynakları kavramlarını birlikte ele alan makalelerin incelenmesi ve yapılan araştırmaların eğilimlerinin ortaya çıkarılması açısından güncel anlamda araştırmacıları yönlendirebilecek nitelikte olmayı hedeflemektedir.

**Anahtar Kelimeler:** Endüstri 4.0, dijitalleşme, dijital dönüşüm, insan kaynakları, içerik analizi

# 135.

## Green Management and Green Accounting in the Framework of Sustainability

SÜRDÜRÜLEBİLİRLİK KAPSAMINDA  
YEŞİL YÖNETİM VE YEŞİL MUHASEBE

Rahmi YÜCEL\*

Derya YÜCEL\*\*

### Abstract

**S**ustainability is expressed as social, economic and social activities that people perform while meeting their own needs today, in a way that does not deprive the next generations of their ability to meet their own needs. In this context, they should act with an environmentally friendly management approach in a way that will not deprive future generations of their ability to meet their needs while using the natural resources they need while

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continuing their activities. This understanding, known as Green Management, requires businesses to act environmentally oriented in their activities. Being environmentally oriented is an approach that includes businesses taking into account the environmental impacts of their activities, acting with environmental awareness of all their employees, and considering environmental impacts in the selection and use of technology. While the need for a green management approach for sustainability is increasing day by day, green accounting is becoming more important day by day as an accounting field that takes into account ecological expenses in the calculation of the operating profit of a business that adopts the green management approach.

Simply emphasizing the accounting for the ecological impact of the association when environmental is added to income or loss or profits and costs, green accounting is useful for informing about the use, impact, extent and value of normal resources in a country.

In this context, first of all, a theoretical analysis is given in the study, the concepts of sustainability and green management are explained and the reasons for the green management needs of the enterprises are explained with the green business functions. Then, the place and importance of green accounting within the scope of green business functions are discussed. In this context, the importance and requirements of establishing a green accounting plan of enterprises in terms of corporate sustainability are examined.

**Keywords:** Sustainability, green management, green accounting.



## ÖZET

Sürdürülebilirlik insanların bugün kendi gereksinimlerini karşılarken, sonraki kuşaklarında kendi gereksinmelerini karşılama becerisinden mahrum bırakmayacak şekilde sergilediği sosyal, ekonomik ve toplumsal faaliyetler olarak ifade edilmektedir. Bu kapsamda işletmelerinde faaliyetlerini sürdürürken ihtiyaç duydukları doğal kaynakları kullanırken gelecek kuşakların gereksinmelerini karşılama becerisinden mahrum bırakmayacak şekilde çevre dostu yönetim anlayışıyla hareket etmeleri gereklidir. Yeşil Yönetim olarak bilinen bu anlayış, işletmelerin faaliyetlerinde çevre odaklı hareket etmelerini gerektirir. Çevre odaklı olmak, işletmelerin faaliyetlerinde çevreye olan etkilerini dikkate almalarını, tüm çalışanlarının çevre bilinciyle hareket etmesini, teknoloji seçiminde ve kullanımında, çevresel etkileri dikkate almalarını içeren bir anlayıştır. Sürdürülebilirlik için yeşil yönetim anlayışına olan ihtiyaç günden güne artarken, yeşil yönetim anlayışını benimseyen bir işletmenin faaliyet karının hesaplanmasında ekolojik giderleri dikkate alan bir muhasebe alanı olarak yeşil muhasebe de her geçen gün daha önemli hale gelmektedir.

Basitçe gelir veya zarara veya kâr ve maliyetlere çevresel eklendiğinde, birlikteliğin ekolojik etkisinin muhasebeleştirilmesini vurgulayan yeşil muhasebe bir ülkedeki normal kaynakların kullanımı, etkisi, derecesi ve değeri hakkında bilgi vermek için yararlıdır.

Bu kapsamda çalışmada öncelikle teorik bir analize yer verilmiş, sürdürülebilirlik ve yeşil yönetim kavramları açıklanmış ve işletmelerin yeşil yönetime olan ihtiyaçlarının nedenleri yeşil işletme

fonksiyonları ile açıklanmıştır. Daha sonra yeşil işletme fonksiyonları kapsamında yeşil muhasebenin yeri ve önemi ele alınmıştır. Bu kapsamda son olarak kurumsal sürdürülebilirlik açısından işletmelerin yeşil bir muhasebe planının oluşturulmasının önemi ve gereklilikleri irdelenmektedir.

**Anahtar Kelimeler:** Sürdürülebilirlik, yeşil yönetim, yeşil muhasebe.

# 136.

## **The Effects of Ethics and Social Responsibility Perceptions on Work Involvement Self-Esteem and Job Performanc**

ETİK VE SOSYAL SORUMLULUK ALGISININ  
İŞE KATILIM BENLİK SAYGISI VE İŞ  
PERFORMANSINA ETKİLERİ

**Rahmi YÜCEL\***

**Derya YÜCEL\*\***

### **Abstract**

**T**he importance of ethics and social responsibility is emphasized with studies carried out in different fields with each passing day. In particular, the concepts of ethics and social responsibility, which are discussed with different dimensions within the scope of their impact

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on employee behavior, have come to the fore in the last twenty years due to their important effects on the creation of a good working environment and employee behavior in organizations. In this study, designed in this framework, the effects of the importance given to ethics and social responsibility on work involvement, self-esteem and job performances are investigated.

In this context, the data obtained through questionnaires from 220 managers and employees in the manufacturing sector were used in the study conducted in Kocaeli, Sakarya, Düzce, Bolu and Yalova provinces located in East Marmara Development Agency region and Istanbul in Turkey. According to the findings obtained with the help of partial least square structural equation analysis; The increase in employees' perception of ethics and responsibility significantly increases their work involvement and self-esteem. In addition, it was observed that the job performance of the participants whose work involvement and self-esteem increased significantly increased.

**Keywords:** Ethics, social responsibility, work involvement, self-esteem, job performance

## ÖZET

Etik ve sosyal sorumluluğun önemi her geçen gün farklı alanlarda yapılan çalışmalarla vurgulanmaktadır. Özellikle çalışan davranışlarına etkisi kapsamında değişik boyutları ile ele alınan etik ve sosyal sorumluluk kavramları örgütlerde iyi bir çalışma ortamının oluşturulmasına ve çalışan davranışına olan önemli etkileri nedeni ile son yirmi yıl içerisinde ön plana çıkmaktadır. Bu çerçevede

tasarlanan çalışmada etik ve sosyal sorumluluğa verilen öneminin işe katılım, benlik saygısı ve iş performansları üzerindeki etkileri araştırılmaktadır.

Bu kapsamda Türkiye’de İstanbul ve Doğu Marmara Kalkınma Ajansı bölgesinde yer alan Kocaeli, Sakarya, Düzce, Bolu ve Yalova illerinde yapılan çalışmada imalat sektöründeki 220 yönetici ve çalışandan anket yoluyla elde edilen veriler kullanılmıştır. Kısmi en küçük kareli yapısal eşitlik analizi yardımıyla elde edilen bulgulara göre; çalışanların etik ve sorumluluk algısındaki artış işe katılım ve benlik saygılarını anlamlı şekilde artırmaktadır. Ayrıca işe katılımı ve benlik saygısı artan katılımcıların iş performanslarının da anlamlı şekilde arttığı gözlenmiştir.

**Anahtar Kelimeler:** Etik, sosyal sorumluluk, işe katılım, benlik saygısı, iş performansı

# 137.

## ALTERNATİF İŞ BEKLENTİLERİNİN İŞ GÜCÜ DEVİRİ ÜZERİNDEKİ ETKİSİ

Ahmet DENİZ\*

### ÖZET

Günümüzde beyaz yakalı çalışma hayatının en önemli dinamiklerinden biri de çalışanların düzenli ve aktif bir biçimde yeni iş beklentileri arayışında olmaları gerçeğidir. Diğer yandan teknolojik gelişmeler ışığında artık kurumlar iş kalitesi ve kalibrasyonu yüksek olan çalışanlara daha rahat ulaşabilmektedir. Bu durum çalışanın herhangi bir arayışı olmasa dahi kurumların kendisine ulaşarak iş teklifi yapabilmelerine olanak sağlamaktadır. Pek çok iş kolunda olduğu gibi buradaki süreçler de teknolojik erişim imkânları kaynaklı kolaylaşmış ve personel adayı-kurum ilişkisi,

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adeta hizmet sektöründe var olan alıcı-satıcı ilişkisine dönüşmüştür.

Kurum açısından, alternatif iş beklentilerinin iş gücü devrine dönmesi sürecinin takibi için, çalışanların ihtiyaç, istek ve çıkarlarının belirlendiği bireysel etkenlere, iş arkadaşları ve yönetici tutumlarının ölçüldüğü grupsal etkenlere, yine çalışanların ücret, çalışma şartları, iş niteliği ve yükselme olanaklarının arttırıldığı şirket politikaları olan örgütsel etkenlere odaklanılması faydalı olacaktır.

Çalışan açısından, alternatif iş beklentisinin iş gücü devrine dönüp dönmeyeceğinin kararı ise; mevcut işin alternatif işe göre çekici olmama durumu olarak tanımlayabileceğimiz itme faktörü veya alternatif işin mevcut işe göre daha cazip olması şeklinde tanımlayabileceğimiz çekim faktörü aracılığıyla oluşmaktadır. Çalışana istemediği bir iş teklifi sunulduğu taktirde iş gücü devrini daha az düşünecektir. Çünkü çalışanın şimdiki işin çekici olmama durumu olan itme faktöründen daha çok diğer işin cazibesi olan çekim faktöründen dolayı işten ayrılması muhtemeldir. İstihdam olanaklarının ve iş alternatiflerinin çok olması da iş gücü devrini arttıracaktır. Zira böylesi ortamlarda çalışanlar iş değiştirmenin kolay olduğunu algılamakta ve uygulamaya geçmektedirler. Yanı sıra eğitim, yetenek, gelişim yönünden kendilerine yüksek seviyede yatırım yapan çalışanlar çok sayıda uygun alternatife sahiptirler ve bu uygun alternatiflerin çokluğu ve cazipliği çalışanın iş gücü devrine sebep olmaktadır.

Alternatif iş beklentilerinin iş gücü devri üzerinde yüksek düzeyde etkisi bulunmaktadır. Buradaki etkinin çıktısı kurumlar açısından takibinin

yapılmasını gerektirecek kadar önemlidir ve maddi kaynaklarda ciddi kayıplara sebep olmaktadır. Çalışma, kurumların bakış açılarını bu noktaya odaklama amacını taşımaktadır.

**Anahtar Kelimeler:** Alternatif İş Beklentileri, İş Gücü Devri



# 138.

## BİR İNSAN KAYNAKLARI YÖNETİMİ FONKSİYONU OLARAK İŞVEREN MARKASININ İŞLETMELER İÇİN ÖNEMİ

Zübeyde Melek KAVRAZ\*

### ÖZET

**G**enel olarak insan kaynakları yönetimi fonksiyonel birtakım özellikleriyle çalışan ve örgüt arasında stratejik bir uyumlaştırma yaparak, iç kaynakları olan çalışanlarıyla verimlilik kapasitesi elde etmeyi amaçlamaktadır. Bu fonksiyonel özelliklerden planlama, işe alım seçme ve yerleştirme, ücret ve bordrolama, oryantasyon, performans değerlendirme, eğitim ve geliştirme, kariyer yönetimi, ödüllendirme ve yetenek yönetimi ile

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mevcut çalışanların özlük haklarına odaklanmaktadır. Ancak insan kaynakları yönetiminin işletmeler için stratejik bir önem taşıdığı fark edildikten sonra çalışan üzerinden değer yaratma bakışına odaklanılmıştır. Bu noktada insan kaynakları yönetimi yalnızca mevcut çalışanların hakları ile ilgili büro faaliyetleri yapan bir departmandan daha çok, işletmeye katkı sağlayacak potansiyel adayları işletmeye çekme faaliyetleri ile işletmenin fiziksel sınırlarını aşan yeni fonksiyonel görevler edinmiştir. Bu noktada işveren markası yalnızca mevcut çalışanları elde tutmanın yanı sıra işletmeye değer katabilecek potansiyel yetenekleri çekme, cezbetme ve işletmeye dahil etmeye yönelik markalama çalışmaları yapmaya da başlamıştır. Hem mevcut yetenekler hem de potansiyel yetenekler üzerine yoğunlaşan bu fonksiyonun asıl amacı 'o kurumda olmaktan/olacaktan kaynaklı değerli hissetme' algısına yapılan kurumsal bir yatırımdır. Buna ek olarak marka bilinirliğine de katkı sağlayan işveren markası önemli bir hareketli ve stratejik fonksiyondur. Bu noktada çalışmanın amacı bir insan kaynakları yönetimi fonksiyonu olarak işveren markasının işletmeler için günümüz rekabet koşullarında üstünlük sağladığını öne çıkarmaktır. Özellikle de marka bilinirliğini destekliyor olması da işveren markasının önemini arttırmaktadır. Bunlara ek olarak yetenekli çalışanları elde tutma, potansiyel adayları ise kuruma çekme adına maddi olmayan kaynaklarla rakiplerinden farklılaşarak üstünlük elde etme faaliyeti olarak hayati bir role sahip olduğunu öne çıkarmaktır. Çalışmada doküman incelemesi yöntemi kullanılmıştır. Bu yöntem ışığında ulusal ve uluslararası indexlerde güncel taramalar yapılmıştır. Yapılan taramalar sonucunda işveren markasının işletmeler için önemi aktarılmaya çalışılmıştır. Çalışma

neticesinde akademiye, geliştirilecek literatüre, ve özel sektördeki işletmelere işveren markası alanında katkı sağlanması adına bakış açısı oluşturulmaya çalışılmıştır.

**Anahtar Kelimeler:** İşveren Markası, İnsan Kaynakları Yönetimi, Marka Bilinirliği, Yetenek Yönetimi

# 139.

## Agile Manufacturing and It's Importance For Management Accounting

ÇEVİK ÜRETİM VE YÖNETİM MUHASEBESİ  
AÇISINDAN ÖNEMİ

Elif N. DEMİRCİOĞLU\*

### Abstract

Companies must satisfy their customers' different requests and expectations rapidly by adapting changing conditions in competitive environment. Because customers' needs and wants change each day by means of technological advances, the flexibility of companies' production process is significant to be able to satisfy these changing demands on time. In this situation agile manufacturing is crucial for companies because agile

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manufacturing provides companies being flexible to be able to meet their customers' requirements on time by controlling cost and quality. Within this context, agile manufacturing can be defined as designing production process of companies flexibly to fulfill customers' demand responsively and rapidly with innovative products by considering also product cost and quality. Application of agile methodologies and philosophy in companies provides opportunity to find and eliminate inefficiencies in production process to management and by this way efficiency of management functions increases therefore cost of company can decrease and profitability can increase. Management accounting is significant for companies' agility with planning, controlling and decision making functions. Besides agility in companies strategies and operations can requires changes and improvements in management accounting. The purpose of this study is to explore the role of management accounting in companies agility and flexibility. Accordingly in this study, first agile manufacturing term, scope and characteristics were explained, then the effect of agile manufacturing on accounting and management accounting was examined and the importance of management accounting techniques was exposed.

**KeyWords:** Agile Manufacturing, Accounting, Management Accounting.

## ÖZET

Rekabet ortamında işletmelerin değişen koşullara uyum sağlayarak, müşterilerin farklı istek ve beklentilerini çabuk bir şekilde karşılayabilmesi gerekmektedir. Zira teknolojik gelişmelerle birlikte, müşterilerin her geçen gün ihtiyaç ve talepleri

değişmekte, değişen bu talepleri zamanında karşılayabilmek için ise işletmelerin üretim ortamlarının esnek olması önemli olmaktadır. Bu noktada çevik üretim işletmeler için oldukça önem arz etmektedir öyle ki çevik üretim işletmelerin, maliyetleri ve kaliteyi kontrol ederek müşteri ihtiyaçlarını hızlı bir şekilde karşılayabilmek üzere esnek olmalarını sağlamaktadır. Bu doğrultuda çevik üretim, ürün maliyetleri ve kaliteyi de dikkate alarak, yenilikçi ürünlerle müşteri taleplerine hızlı bir şekilde cevap vermek üzere esnek bir şekilde üretim süreçlerinin tasarlanması olarak tanımlanabilir. İşletmede çevik yöntemleri ve felsefesinin kullanılması, yönetime süreçlerdeki verimsizliği bulmaları ve ortadan kaldırmaları fırsatını sağlayarak, yönetim fonksiyonlarında etkinliği arttırmakta bu da işletmenin maliyetlerini azaltarak, karlılığını arttırmasını sağlamaktadır. Yönetim muhasebesi, planlama, kontrol ve karar alma fonksiyonlarıyla işletmenin esnek ve çevik olmasında oldukça önemli bir role sahip olmaktadır. Bunun yanında işletme stratejileri ve faaliyetlerindeki esneklik ve çeviklik, yönetim muhasebesinde değişiklikler ve yenilikler gerektirebilmektedir. Bu araştırmanın amacı, işletmelerin çevik üretim gerçekleştirebilmelerinde ve esnek olabilmelerinde yönetim muhasebesinin rolüne ilişkin araştırma yapmaktır. Bu çerçevede bu araştırmada öncelikle çevik üretim kavramı, kapsamı ve unsurları açıklanmış, ardından çevik üretimin muhasebeye ve yönetim muhasebesine olan etkisi incelenerek, yönetim muhasebesi tekniklerinin önemi teorik olarak ortaya konulmuştur.

**Anahtar Kelimeler:** Çevik Üretim, Muhasebe, Yönetim Muhasebesi

# 140.

## International Marketing- Decision Making on the Entry Mode Strategie

Doğan UZUN\*

### Abstract

In a large or small business, one of the most complex aspects of corporate life is the strategy of entering a new market. Market entry strategies are important because selling a product in an international market requires precise planning and maintenance processes. These strategies enable companies to stay organized before, during and after entering new markets. Since every company has its own goals for entering an international market, having the option to choose from various types of strategies can give a company the opportunity to find one that fits its needs.

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No one market entry strategy works for all international markets. Direct exporting may be the most appropriate strategy in one market while in another you may need to set up a joint venture and in another you may well license your manufacturing. There will be a number of factors that will influence choice of strategy, including tariff rates, the degree of adaptation of your product required, marketing and transportation costs. While these factors may increase costs it is expected the increase in sales will offset these costs. Market entry strategies are methods companies use to plan, distribute and deliver goods to international markets. The cost and level of a company's control over distribution can vary depending on the strategy it chooses. As the three factors that affect a company's choice of international market entry strategy, "companies consider which countries contain their target market and how they would market their product to this segment, companies choose whether to produce the products, buy them or work with a manufacturer overseas and companies decide whether to enter the market independently or partner with other businesses when presenting their products to international markets.

The internationalization process starts with a choice of which foreign markets to target. We call this the market selection process. Ultimately, we will define our marketing mix for the foreign market. The marketing mix we use on the foreign markets may vary to the one we use on the home market. We would address issues regarding standardization, and/or adaptation of the marketing mix.

However, before deciding on the marketing mix, we need to address how to organize our entry to the



foreign market. Some factors might indicate and move towards internalization, in other words, that using a hierarchical mode is appropriate. Other factors might indicate that a move towards externalization using an export mode is more suitable and some may indicate a more moderate approach and thereby point in the direction of an intermediate mode as joint venture, franchising, licencing and contract manufacturing.

**Keywords:** Market Entry, International Marketing, Decision-Making, Marketing Strategy

# 414.

## TARİHSEL PERSPEKTİFTE ÜNİVERSİTELERİN DÖNÜŞÜMÜ VE GİRİŞİMCİLİK YAKLAŞIMI

Şükriye Tümay ERDİL\*

### ÖZET

**H**ızla gelişen teknoloji ve getirdiği yenilikler çerçevesinde toplumsal hayat hızlı bir dönüşüm yaşarken kamu kurumlarından özel sektöre tüm organizasyonlar yapısal dönüşümler yaşamaktadır (Etkowitz vd., 2008). Bir başka deyişle, organizasyonlar varlık sebeplerini, vizyon ve hedeflerini güncellerken birbirleri ile ve bireyler ile kurdukları ilişkilerini de yeniden yorumlamaktadırlar. Bu süreçte, üniversite, sanayi ve devlet çok yönlü etkileşim süreci içinde oldukları bir inovasyon modeline geçmiştir (Etkowitz vd., 1997).

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Üniversitenin kurumsal olarak kökeni belirsiz (Leinster-Mackay, 1997) olmakla beraber, bugünkü anlamı ile üniversitelerin başlangıcı, Orta Çağ Avrupa'sına kadar gitmektedir (Antalyalı, 2007/2; Ülgen, 2010). Latince'de bağımsız ve ortak çıkarları olan kişiler topluluğu demek olan universitas kelimesi zaman içinde evrilerek üniversite ismini almıştır (Köddermann, 2006). Yukarıda bahsedilen bu değişim süreci içinde üniversitelerin 2. Dünya savaşından sonraki dönemde var olan eğitim ve araştırma misyonuna ekonomik ve sosyal katkı yaratması da eklenmiştir. Etzkowitz ve Leydesdorff (2000)'e göre, üçlü sarmal model bileşenleri olan devlet, sanayi ve üniversite arasındaki ilişkiler zaman içinde farklılaşmış, ağırlık ve rolleri de değişmiştir.

Girişimcilik genel olarak iş kurmak, risk almak veya iş geliştirip düzenlemek ve yönetmek için harekete geçme şeklinde tanımlanabilir. Literatür çalışmalarında girişimcilik özellikleri de zaman içinde zenginleşerek çeşitlenmiştir. (Knight, 1921)'e göre belirsizlik içinde alınan risk olarak tanımlarken, Ekonomik Kalkınma Teorisi adlı eserinde Schumpeter girişimciliği yaratıcı yıkım süreci olarak adlandırmakta, yenilikçilik ve başarı odaklı olmanın üzerinde durmaktadır (Schumpeter, 1949). Girişimci özelliklerine zaman içinde bilgi sahibi olması ve faktör analizleri yapabilmesi (Hayek, 1941: 55) ve başarı motivasyonu (McClelland, 1962) gibi özellikler de eklenmiştir.

Girişimcilik kavramı ve üniversite kurumu halihazırda devam etmekte olan bir değişim ve dönüşüm süreci içindedirler. Bir kişilik özelliği olarak girişimcilik, üniversitelerde hem akademisyenlerin hem öğrencilerin gündeminde girişimcilik eğitimleri

ve Teknoloji Transfer Ofisleri gibi çeşitli ara yüzler aracılığı ile desteklenen bir konudur. Günümüzde, yeni nesil üniversiteler girişimci üniversite (Lyytinen, 2018) olarak adlandırılırken; üniversitelerde akademisyenlerin akademik girişimcilik yapmaları da desteklenmektedir.

**Anahtar Kelimeler:** Girişimcilik, Akademik Girişimcilik, Teknoloji Transferi, Girişimci Üniversite

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